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Compiled by Gordon Fretwell

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INTRODUCTION

The 1991 Association of Research Libraries *Annual Salary Survey* follows the general format and organization of previous years. In most tables, salaries from Canadian member libraries are expressed in U.S. dollars, converted at the rate of $1.1547 Canadian per U.S. Dollar.[1]

See the Table of Contents for the arrangement of tables, which is unchanged from the 1990 edition of the Survey. Note that Table 12 does incorporate Law and Medical library salaries; they are included in order to continue the ten-year retrospective comparison of salary increases with changes in the cost of living index.

Fourteen fewer minority librarians were reported in this year's Survey than in 1991. Canadian law prohibits the identification of citizens by racial category, so as in previous years, minority statistics refer only to individuals in U.S. member libraries. The total number of filled positions reported in university libraries for FY1992 was 8,255. This represents a decrease of 127, or 1.5%. The FY1992 figure is almost identical with the FY1990 level of 8,253. Although it is too early to state with complete confidence, the sagging national economy may mean that the FY1991 level represents a high water mark that will not be equalled for some time to come.

Minority staff make up less than 11% of professionals in ARL university libraries, with little variation between the main libraries and law and medical libraries. Overall, women constitute 65% of the staff in this year's survey. Most of the ensuing tables display salary differentials related to gender; keep in mind, however, that experience plays a role in salary differentiation, so one must examine the experience tables to put salary differentials in a clearer perspective. One of the most noticed salary comparisons is the differential between the salaries of women and men Directors. In the past few years the lead has passed from men to women and back again. This year's highest average salary is for men, but the edge is apparently less than 1%. This small difference has to be treated with caution, however, because again one woman director's salary was not reported; with the small number of incumbents (42), one salary figure could exert more than the normal amount of influence on the average if that salary were disproportionately high or low.

MINORITY PROFESSIONALS BY REGION

	New Engl.	Middle Atl.	E North Central	W North Central	South Atl.	East S Central	West S Central	Mountain	Pacific	Category Total	Category %
Category											
Black	18	45	44	18	75	11	10	4	23	248	30.9
Hispanic	6	13	22	6	21	–	22	19	20	129	16.0
Asian	43	69	64	17	51	4	10	20	138	416	51.7
AI/NA[2]	1	2	1	–	1	–	–	3	3	11	1.4
Regional											
Totals	68	129	131	41	148	15	42	46	184	804	
Percent	8.5	16.0	16.3	5.1	18.4	1.9	5.2	5.7	22.9		100
Non-Minority											
Percent	11.6	16.2	18.2	7.6	15.8	3.7	6.2	6.6	14.0		100

[1] This is the average monthly noon exchange rate published in the Bank of Canada *Review* for the period July 1990 through June 1991.

[2] American Indian/Native Alaskan

The population of minority professionals is not proportionately distributed across the various regions of the country. Minority librarians are substantially underrepresented in New England and the East South Central regions, and they are overrepresented in the Pacific and East South Central regions. In a large measure the figures for the Pacific region are high due to the unusually large percent of Asian (as opposed to other OEO categories) professionals in the region's ARL university libraries; in the East South Central region the apparently high number of minority professionals is due to the influence of one particular library's racial makeup. The salary differential separating average minority salaries from their Caucasian counterparts in the U.S. is almost identical with last year's gap: $1,617, or, about 4% lower salaries for minority librarians. Minority librarians have 1% less experience than non-minorities, on average, an amount that is trivial at the 14-15 year point in a professional career.

FY1992 salaries in private university libraries are, on average, $1,387, or 3.5%, more than average salaries in U.S. publicly-supported university libraries. Relative size also seems to influence salaries, with the largest libraries (those having 125 or more professional staff) paying average salaries 20% greater than the group of smallest libraries (those with fewer than 50 professionals). Highest average salaries in the U.S. are paid in the Pacific and New England regions, with the remaining regions following in this order: Middle Atlantic, East North Central, West North Central, South Atlantic, East South Central, Mountain, East South Central and West South Central. After conversion to U.S. dollars, Canadian salaries were still the highest, on average.

Overall salary averages for men outpace those of women; 9.7%, or $3,839 for FY1992, but average experience for men exceeds the average for women by 8.1%, a figure that has little meaning as it refers to the difference between 16 and 14.8 years: At that point in a professional career, an experience differential of fifteen months should not be a factor in any salary differential. However, the pattern of consistently higher salaries for men is still reflected in the data. The salary differential favors men by $1,087 (3.9%) for those professionals with fewer than four years experience, but at 28-31 years of experience the differential grows to 12.5%, or more than $6,000. When salary levels from Table 15 are analyzed for gender-related differentials and then compared to variations in experience found in Table 17, experience appears to explain part of the salary differential. However when gender-related differentials in Table 19 are examined, experience is the common factor, and one must conclude that the major determinant of gender-based salary differentials is not solely experience.

Tables 3 and 12 show the progress of Beginning Professional and Median salaries for the past decade in the context of an increased cost-of-living index. Salaries in the non-university group show the widest divergence. The Beginning Professional salaries failed to keep up with increased CPI figures during each year of the past decade, although the actual loss in purchasing power of the average FY1991 Beginning Professional salary is less than 1% when compared to 1982. The FY1992 median salary showed a strong increase, almost 23%, in purchasing power when compared to 1982. In the university portion of the survey, the Beginning Professional salary figure outpaced increases in the CPI in every year except 1983, and the 1992 figure shows a surprising 13.7% increase in purchasing power vis-a-vis 1982, while the median salary showed an increase of 19.3%.

Rank structure continues to provide an orderly framework for examining professional salaries in ARL university libraries. The following table displays average salary and years of experience in the most commonly used rank structures. Note that not all individuals may have a rank that fits into the rank structure that their library utilizes: Most commonly, directors may have no rank or another rank, and it is common for non-librarians included in the survey (business, personnel, computer specialists, etc.) to be unranked as well.

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$30,534	8.6 yrs	$27,975	5.0 yrs	$31,014	7.1 yrs
Librarian 2	39,062	14.6 yrs	33,422	11.1 yrs	31,988	9.5 yrs
Librarian 3	48,933	20.3 yrs	41,214	17.6 yrs	38,543	15.0 yrs
Librarian 4			52,058	22.8 yrs	49,914	18.9 yrs
Librarian 5					54,679	24.3 yrs
Overall Avg.:	40,394	15.1 yrs	33,807	14.7 yrs	40,768	15.0 yrs
No. of Staff:	1,560		3,184		876	

The pattern of relationships between rank and salary seen in past years continues with the present report, including the peculiarity in the first two steps of the five-step rank structure. Based on all the other steps and ranks, one would expect the average salary and years of experience for step 1 of the five rank system to be considerably less than the actual data reveal.

One final note: This survey is only concerned with salaries; no other forms of compensation are included. Any conclusions drawn from the data presented here must also recognize that other tangible and intangible personnel benefits may be overlooked by concentrating solely on the salary figures herein.

Gordon Fretwell
University of Massachusetts
December 27, 1991

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show the number of filled professional positions in each salary range. Columns headed by % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range, for example, in fiscal 1992, 51% of the librarians in ARL university libraries earned more than $38,000, as did 65% of non-university librarians.

	University Librarians				Non-University Librarians			
Salary Range	FY 1991	cum. %	FY 1992	cum. %	FY 1991	cum. %	FY 1992	cum. %
150,000 - 175,000	2		3					
140,000 - 149,999	3		3					
130,000 - 139,999	2		1					
120,000 - 129,999	5		9					
110,000 - 119,999	11		13					
100,000 - 109,999	22	1	23	1	2	0	12	
95,000 - 99,999	19		31		2	0	33	2
90,000 - 94,999	30		32		1	0	19	2
85,000 - 89,999	38	2	33	2	2	1	48	4
80,000 - 84,999	29		28		2	1	31	5
75,000 - 79,999	45		67	3	9	1	57	7
70,000 - 74,999	64	3	88	4	5	2	80	10
65,000 - 69,999	95	4	131	6	22	3	101	13
60,000 - 64,999	166	6	183	8	22	5	111	17
55,000 - 59,999	358	11	416	13	32	7	128	21
50,000 - 54,999	485	16	640	21	62	12	213	29
48,000 - 49,999	364	21	280	24	30	14	163	34
46,000 - 47,999	281	24	343	28	55	18	96	38
44,000 - 45,999	363	28	350	32	64	23	214	45
42,000 - 43,999	392	33	449	38	70	28	191	52
40,000 - 41,999	478	39	528	44	91	35	179	58
38,000 - 39,999	545	45	530	51	145	45	216	65
36,000 - 37,999	603	52	571	58	70	50	144	70
34,000 - 35,999	626	60	633	65	198	65	224	78
32,000 - 33,999	650	68	614	73	93	72	163	83
30,000 - 31,999	672	76	627	80	102	79	172	89
29,000 - 29,999	300	79	262	83	56	83	18	90
28,000 - 28,999	310	83	285	87	33	86	45	91
27,000 - 27,999	311	87	258	90	54	90	45	93
26,000 - 26,999	292	90	210	93	17	91	21	94
25,000 - 25,999	214	93	188	95	45	94	121	98
24,000 - 24,999	196	95	152	97	31	96	8	98
23,000 - 23,999	176	97	117	98.1	7	97	13	99
22,000 - 22,999	125	98.7	91	99.2	18	98.3	12	99
21,000 - 21,999	61	99.4	42	99.7	4	98.6	22	99.8
20,000 - 20,999	35	99.8	11	99.8	6	99	1	99.8
19,000 - 19,999	7	99.9	8	99.9	5	99.4	3	99.9
18,999 or less	7	100	6	100	8	100	2	100
Total Positions	**8,382**		**8,255**		**1,363***		**2,906****	
Median Salary		**$36,701**		**$38,196**		**$36,013***		**$42,455****

Notes: Canadian salaries converted to U.S. dollars. * Does not include staff in the Library of Congress.
** Does not include staff at the Canada Institute of Scientific and Technical Information.

ARL NON-UNIVERSITY LIBRARIES

Tables 2-3

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Institution	Number of Staff	Median Salaries		Beginning Salaries	
		FY 1991	FY 1992	FY 1991	FY 1992
Boston Public Library	207	$39,341	$39,341	$25,765	$25,765
Center for Research Libraries	26	31,350	33,000	23,000	23,500
Library of Congress	1,696	44,183	45,995	24,705	25,717
Linda Hall Library *	21	32,500	34,150	20,000	22,000
National Agricultural Library	132	38,213	39,780	20,195	21,023
National Library of Canada (D)	218	36,180	36,180	25,466	25,466
National Library of Medicine *	189	39,907	41,583	20,800	21,673
New York Public Library *	227	34,380	32,000	25,140	25,140
New York State Library	78	39,299	40,157	25,927	25,927
Newberry Library	58	26,505	29,400	19,425	22,000
Smithsonian Institution	54	35,000	41,000	19,493	20,194

* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Figures unavailable for the Canada Institute of Scientific and Technical Information.

TABLE 3: SALARY TRENDS IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the current year are displayed in the context of the previous ten years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1982 as the base.

Fiscal Year	No. of Libs	Total Staff	Median Salary	Median BPS*	Median Sal Index	BPS Index	Actual CPI	Adjusted CPI
1992 #	11	2,906	$42,455	$23,500	182.4	147.3	408.0	148.7
1991 **	12	1,363	36,013	20,800	154.7	130.4	390.7	142.4
1990	11	3,767	40,106	20,195	172.3	126.6	372.7	135.8
1989 #	11	3,781	37,544	19,100	161.3	119.7	354.9	129.3
1988 #	11	3,765	36,250	18,405	155.8	115.4	340.8	124.2
1987 ##	10	2,790	33,020	17,912	141.9	112.3	328.0	119.5
1986	12	3,874	33,720	17,308	144.9	108.5	322.8	117.6
1985	11	3,840	33,863	16,500	145.5	103.4	311.7	113.6
1984	11	3,411	31,000	16,566	133.2	103.8	299.3	109.1
1983	11	4,929	26,373	15,487	113.3	97.1	292.4	106.6
1982	10	4,839	23,274	15,955	100.0	100.0	274.4	100.0

Note: Canadian salaries converted to U.S. dollars.
* Beginning Professional Salary.
** Excludes median salary and staffing at the Library of Congress.
\# Excludes Canada Institute for Scientific and Technical Information (CISTI).
Excludes CISTI, New York Public Library, and Newberry Library.

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1992
Alabama *	44	$30,861	$30,175	$30,534	$30,334	$21,500	$22,500	11.6
Alberta (D)	71	44,039	46,758	44,651	46,271	26,634	28,297	15.7
Arizona	74	33,990	33,960	33,087	32,930	23,000	25,400	11.5
Arizona State	86	34,865	34,125	34,000	34,000	23,000	23,000	13.6
Boston University *	45	34,003	34,776	32,002	33,812	22,975	23,900	15.4
Brigham Young	87	31,970	33,902	31,391	33,149	22,000	22,000	15.2
British Columbia (D)*	82	48,836	48,177	47,189	47,059	28,215	28,215	17.6
Brown *	51	36,729	38,595	35,263	37,606	25,300	25,300	15.5
Calif., Berkeley *	106	46,383	49,260	48,180	50,496	27,360	28,668	18.0
Calif., Davis	51	49,596	50,614	48,180	50,496	27,360	28,668	18.8
Calif., Irvine	49	46,844	49,310	48,180	50,496	27,360	28,668	14.9
Calif., Los Angeles	120	47,473	51,576	48,180	53,856	27,360	28,668	15.9
Calif., Riverside	34	44,187	45,257	41,976	43,992	27,360	28,668	13.7
Calif., San Diego	71	47,808	48,301	47,124	47,124	27,360	28,668	15.5
Calif., Santa Barbara	50	48,497	49,580	48,180	50,496	27,360	28,668	15.9
Case Western Reserve	23	32,176	34,508	30,170	31,328	21,000	21,598	15.0
Chicago	73	39,022	41,241	36,534	38,550	25,500	26,775	12.6
Cincinnati *	55	37,837	39,427	39,010	40,374	20,475	21,500	17.0
Colorado *	48	36,433	36,874	35,498	35,185	24,000	25,500	14.3
Colorado State	38	37,137	38,100	34,800	36,300	22,500	23,000	18.0
Columbia	100	43,808	46,126	41,250	43,645	27,500	28,600	14.7

r - Figures revised from 1990 survey. All data are reported as of September 30, 1991.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1992
Connecticut	56	$47,491	$46,437	$46,185	$46,602	$27,000	$28,100	17.3
Cornell *	119	36,872	37,996	34,350	34,995	22,200	23,300	15.1
Dartmouth	43	40,671	42,383	39,250	41,539	24,000	25,000	13.6
Delaware *	51	33,668	37,488	30,679	35,032	23,288	24,224	10.2
Duke *	81	38,456	39,625	36,834	37,200	23,800	25,250	15.0
Emory *	44	35,164	36,847	33,500	35,100	21,000	22,000	14.5
Florida	80	32,869	33,974	30,272	30,694	24,000	25,000	14.6
Florida State *	43	31,865	33,741	28,667	34,682	22,500	22,500	16.0
Georgetown	44	32,857	34,916	29,516	31,492	25,000	26,500	14.5
Georgia	69	31,339	31,893	30,178	30,401	21,000	22,000	11.5
Georgia Tech	45	31,217	31,280	28,000	28,200	23,000	22,000	11.9
Guelph (D)	25	48,451	51,845	47,715	51,240	24,244	26,118	18.4
Harvard *	274	42,049	44,830	40,047	42,667	26,400	27,400	14.3
Hawaii	67	44,000	47,717	44,784	47,904	29,076	31,116	19.2
Houston	31	32,220	33,775	31,472	32,878	20,500	21,500	13.5
Howard	36	36,794	37,859	34,885	36,647	23,993	24,833	18.6
Illinois, Chicago *	48	36,811	36,844	34,150	34,550	23,000	23,400	12.9
Illinois, Urbana	117	36,240	37,203	32,472	33,132	23,000	23,500	16.8
Indiana	102	38,979	40,242	37,946	39,457	24,500	25,000	14.3
Iowa	68	38,246	37,912	38,545	37,415	22,430	22,430	15.1
Iowa State	46	41,102	39,433	39,138	36,375	24,000	24,000	14.6

r - Figures revised from 1990 survey. All data are reported as of September 30, 1991.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1992
Johns Hopkins *	39	$35,396	$38,249	$36,080	$37,378	$22,025	$22,796	16.9
Kansas *	80	30,845	30,955	30,360	30,828	21,156	21,696	13.6
Kent State	51	37,936	40,177	32,226	36,490	24,445	24,445	13.5
Kentucky *	57	33,227	36,360	31,250	34,072	22,000	23,500	11.8
Laval (D)	70	47,295	49,485	46,801	49,142	26,752	28,172	19.3
Louisiana State *	49	32,941	33,638	31,968	32,991	22,500	23,000	13.0
McGill (D)	61	44,854	48,077	42,564	45,593	25,071	26,162	15.5
McMaster (D)	33	42,890	46,118	42,732	44,895	25,546	26,827	16.3
Manitoba (D)	46	41,425	44,734	41,928	46,013	21,288	22,352	16.7
Maryland	86	37,600	38,414	35,083	35,872	22,177	22,177	16.3
Massachusetts *	50	43,851	44,270	43,558	44,726	23,000	23,000	21.1
MIT	67	37,323	39,172	34,900	36,325	23,500	24,600	13.4
Miami	41	32,164	34,495	31,960	34,700	21,000	24,000	18.1
Michigan *	99	38,315	40,351	34,680	38,260	26,000	26,000	15.1
Michigan State *	80	36,989	38,022	34,940	35,500	24,500	25,000	13.5
Minnesota	101	39,523	39,922	35,706	37,033	24,000	22,392	19.1
Missouri	32	30,581	29,526	30,068	29,573	21,000	21,000	15.1
Nebraska	45	37,488	38,004	35,900	36,409	22,500	23,300	16.5
New Mexico *	44	35,728	37,617	34,364	36,438	25,000	26,000	15.0
New York University	50	38,920	43,695	35,290	39,233	28,000	30,000	13.8
North Carolina *	83	33,875	34,009	32,100	32,575	22,000	22,000	14.1

r - Figures revised from 1990 survey. All data are reported as of September 30, 1991.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1992
North Carolina State	50	$36,810	$36,589	$33,920	$35,000	$24,150	$24,150	14.9
Northwestern *	79	36,688	38,342	33,092	34,766	23,500	23,500	15.2
Notre Dame	34	35,894	37,156	34,200	35,600	24,500	26,000	15.9
Ohio State *	107	36,296	37,123	34,080	35,376	23,160	24,000	13.7
Oklahoma	29	35,189	36,647	33,600	34,116	28,966	28,966	11.3
Oklahoma State *	45	30,238	31,547	27,804	28,644	21,504	23,592	12.6
Oregon	54	32,580	34,611	31,625	33,129	21,500	22,000	13.8
Pennsylvania	84	34,507	36,348	33,250	35,000	25,000	25,000	16.5
Pennsylvania State	101	38,177	40,246	36,636	37,692	24,000	26,000	14.3
Pittsburgh *	56	35,636	38,284	32,589	35,388	21,000	21,000	14.8
Princeton *	113	39,711	42,087	36,500	39,071	26,200	28,200	14.7
Purdue	59	35,107	35,265	33,500	33,600	20,000	21,000	15.4
Queen's (D)	39	39,420	41,788	38,321	40,717	25,569	26,799	16.3
Rice	32	32,814	33,248	30,000	31,500	25,000	25,000	12.8
Rochester *	56	31,109	33,075	28,800	30,264	21,000	21,000	16.1
Rutgers *	95	49,112	54,285	48,570	54,223	27,804	29,300	15.0
Saskatchewan (D)*	37	40,739	41,888	42,587	42,587	23,745	23,745	15.2
South Carolina	43	33,713	33,947	32,252	32,568	23,500	24,000	14.5
Southern California *	75	41,060	42,475	38,886	39,630	28,900	30,300	14.2
Southern Illinois *	39	37,654	37,417	36,426	36,402	24,000	24,000	19.5
Stanford	142	47,158	46,384	44,843	44,058	29,800	31,700	17.2

r - Figures revised from 1990 survey. All data are reported as of September 30, 1991.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1992
SUNY - Albany	48	$36,698	$37,598	$38,048	$38,348	$23,400	$23,400	15.8
SUNY - Buffalo *	61	40,027	41,519	37,453	39,048	23,400	23,400	14.1
SUNY - Stony Brook *	44	44,747	45,762	44,543	45,260	26,500	26,500	15.7
Syracuse *	47	35,007	35,160	32,892	33,065	22,500	22,500	16.2
Temple *	45	34,532	35,804	32,949	34,058	22,000	23,000	16.8
Tennessee	48	35,319	35,017	32,693	33,000	21,000	21,000	14.5
Texas *	96	33,014	33,987	31,402	32,288	21,000	22,500	18.3
Texas A & M *	54	33,847	34,829	31,400	33,456	22,000	22,000	12.5
Toronto (D)*	143	46,205	50,301	48,496	52,860	25,288	27,280	18.0
Tulane *	37	31,377	32,620	29,835	30,879	22,050	23,100	15.7
Utah	43	29,904	30,581	26,500	27,450	20,000	20,000	12.5
Vanderbilt	64	33,147	34,379	30,800	31,920	22,000	23,000	13.6
Virginia	65	36,251	36,321	33,700	33,824	24,000	24,000	18.0
Virginia Tech	42	33,710	33,538	33,990	33,431	22,500	22,000	13.3
Washington	116	33,389	35,667	32,040	33,852	22,000	24,000	15.0
Washington State	46	32,909	33,733	31,800	31,392	22,000	22,000	12.8
Washington, St. Louis	53	32,226	33,786	30,490	33,094	22,000	23,000	12.5
Waterloo (D)	44	43,853	45,512	42,761	43,466	25,825	27,220	15.3
Wayne State	64	37,311	38,180	34,956	35,830	26,000	27,000	12.5
Western Ontario (D)	38	42,871	45,720	41,690	45,950	29,047	31,021	16.5
Wisconsin	101	38,096	38,509	36,368	36,800	23,996	23,996	17.1
Yale *	119	43,089	46,853	40,433	43,911	27,300	30,000	15.5
York (D)	45	51,115	53,184	52,867	56,956	26,769	31,099	18.3

r - Figures revised from 1990 survey. All data are reported as of September 30, 1991.
* - See Notes, pages 89-91.
D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 28,000 and over
2 - 27,000-27,999
3 - 26,000-26,999
4 - 25,000-25,999
5 - 24,000-24,999
6 - 23,000-23,999
7 - 22,000-22,999
8 - 21,000-21,999
9 - below 21,000

Group	Rank	Institution	Salary
1	1	Stanford	$29,800
	2	Hawaii	29,076
	3	Western Ontario	29,047
	4	Oklahoma	28,966
	5	Southern California	28,900
	6	British Columbia	28,215
	7	New York University	28,000
2	8	Rutgers	27,804
	9	Columbia	27,500
	10	Cal. Berkeley	27,360
	10	Cal. Davis	27,360
	10	Cal. Irvine	27,360
	10	Cal. Los Angeles	27,360
	10	Cal. Riverside	27,360
	10	Cal. San Diego	27,360
	10	Cal. Santa Barbara	27,360
	17	Yale	27,300
	18	Connecticut	27,000
3	19	York	26,769
	20	Laval	26,752
	21	Alberta	26,634
	22	SUNY Stony Brook	26,500
	23	Harvard	26,400
	24	Princeton	26,200
	25	Michigan	26,000
	25	Wayne State	26,000
4	27	Waterloo	25,825
	28	Queen's	25,569
	29	McMaster	25,546
	30	Chicago	25,500
	31	Brown	25,300
	32	Toronto	25,288
	33	McGill	25,071
	34	Georgetown	25,000
	34	New Mexico	25,000
	34	Pennsylvania	25,000
	34	Rice	25,000
5	38	Indiana	24,500
	38	Michigan State	24,500
	38	Notre Dame	24,500
	41	Kent State	24,445
	42	Guelph	24,244
	43	North Carolina State	24,150
	44	Colorado	24,000
	44	Dartmouth	24,000
	44	Florida	24,000
	44	Iowa State	24,000
	44	Minnesota	24,000
	44	Pennsylvania State	24,000
	44	Southern Illinois	24,000
	44	Virginia	24,000
6	52	Wisconsin	23,996
	53	Howard	23,993
	54	Duke	$23,800
	55	Saskatchewan	23,745
	56	MIT	23,500
	56	Northwestern	23,500
	56	South Carolina	23,500
	59	SUNY Albany	23,400
	59	SUNY Buffalo	23,400
	61	Delaware	23,288
	62	Ohio State	23,160
	63	Arizona	23,000
	63	Arizona State	23,000
	63	Georgia Tech	23,000
	63	Illinois, Chicago	23,000
	63	Illinois, Urbana	23,000
	63	Massachusetts	23,000
7	69	Boston University	22,975
	70	Colorado State	22,500
	70	Florida State	22,500
	70	Louisiana State	22,500
	70	Nebraska	22,500
	70	Syracuse	22,500
	70	Virginia Tech	22,500
	76	Iowa	22,430
	77	Cornell	22,200
	78	Maryland	22,177
	79	Tulane	22,050
	80	Johns Hopkins	22,025
	81	Brigham Young	22,000
	81	Kentucky	22,000
	81	North Carolina	22,000
	81	Temple	22,000
	81	Texas A&M	22,000
	81	Vanderbilt	22,000
	81	Washington	22,000
	81	Washington State	22,000
	81	Washington University	22,000
8	90	Oklahoma State	21,504
	91	Alabama	21,500
	91	Oregon	21,500
	93	Manitoba	21,288
	94	Kansas	21,156
	95	Case Western	21,000
	95	Emory	21,000
	95	Georgia	21,000
	95	Miami	21,000
	95	Missouri	21,000
	95	Pittsburgh	21,000
	95	Rochester	21,000
	95	Tennessee	21,000
	95	Texas	21,000
9	104	Houston	20,500
	105	Cincinnati	20,475
	106	Purdue	20,000
	106	Utah	20,000

All Canadian salaries and some U.S. salaries revised from 1990 Survey figures; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 29,000 and over
2 - 28,000-28,999
3 - 27,000-27,999
4 - 26,000-26,999
5 - 25,000-25,999
6 - 24,000-24,999
7 - 23,000-23,999
8 - 22,000-22,999
9 - below 22,000

Group	Rank	Institution	Salary
1	1	Stanford	$31,700
	2	Hawaii	31,116
	3	York	31,099
	4	Western Ontario	31,021
	5	Southern California	30,300
	6	New York University	30,000
	6	Yale	30,000
	8	Rutgers	29,300
2	9	Oklahoma	28,966
	10	Cal. Berkeley	28,668
	10	Cal. Davis	28,668
	10	Cal. Irvine	28,668
	10	Cal. Los Angeles	28,668
	10	Cal. Riverside	28,668
	10	Cal. San Diego	28,668
	10	Cal. Santa Barbara	28,668
	17	Columbia	28,600
	18	Alberta	28,297
	19	British Columbia	28,215
	20	Princeton	28,200
	21	Laval	28,172
	22	Connecticut	28,100
3	23	Harvard	27,400
	24	Toronto	27,280
	25	Waterloo	27,220
	26	Wayne State	27,000
4	27	McMaster	26,827
	28	Queen's	26,799
	29	Chicago	26,775
	30	Georgetown	26,500
	30	SUNY Stony Brook	26,500
	32	McGill	26,162
	33	Guelph	26,118
	34	Michigan	26,000
	34	New Mexico	26,000
	34	Notre Dame	26,000
	34	Pennsylvania State	26,000
5	38	Colorado	25,500
	39	Arizona	25,400
	40	Brown	25,300
	41	Duke	25,250
	42	Dartmouth	25,000
	42	Florida	25,000
	42	Indiana	25,000
	42	Michigan State	25,000
	42	Pennsylvania	25,000
	42	Rice	25,000
6	48	Howard	24,833
	49	MIT	24,600
	50	Kent State	24,445
	51	Delaware	24,224
	52	North Carolina State	24,150
	53	Iowa State	24,000
6	53	Miami	$24,000
	53	Ohio State	24,000
	53	South Carolina	24,000
	53	Southern Illinois	24,000
	53	Virginia	24,000
	53	Washington	24,000
7	60	Wisconsin	23,996
	61	Boston University	23,900
	62	Saskatchewan	23,745
	63	Oklahoma State	23,592
	64	Illinois, Urbana	23,500
	64	Kentucky	23,500
	64	Northwestern	23,500
	67	Illinois, Chicago	23,400
	67	SUNY Albany	23,400
	67	SUNY Buffalo	23,400
	70	Cornell	23,300
	70	Nebraska	23,300
	72	Tulane	23,100
	73	Arizona State	23,000
	73	Colorado State	23,000
	73	Louisiana State	23,000
	73	Massachusetts	23,000
	73	Temple	23,000
	73	Vanderbilt	23,000
	73	Washington University	23,000
8	80	Johns Hopkins	22,796
	81	Alabama	22,500
	81	Florida State	22,500
	81	Syracuse	22,500
	81	Texas	22,500
	85	Iowa	22,430
	86	Minnesota	22,392
	87	Manitoba	22,352
	88	Maryland	22,177
	89	Brigham Young	22,000
	89	Emory	22,000
	89	Georgia	22,000
	89	Georgia Tech	22,000
	89	North Carolina	22,000
	89	Oregon	22,000
	89	Texas A&M	22,000
	89	Virginia Tech	22,000
	89	Washington State	22,000
9	98	Kansas	21,696
	99	Case Western	21,598
	100	Cincinnati	21,500
	100	Houston	21,500
	102	Missouri	21,000
	102	Pittsburgh	21,000
	102	Purdue	21,000
	102	Rochester	21,000
	102	Tennessee	21,000
	107	Utah	20,000

Figures reported as of September 1, 1991; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 47,000 and over	6 - 33,000-33,999
2 - 43,000-46,999	7 - 32,000-32,999
3 - 39,000-42,999	8 - 31,000-31,999
4 - 36,000-38,999	9 - 30,000-30,999
5 - 34,000-35,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	York	$52,867	5	55	Colorado State	$34,800
	2	Rutgers	48,570		56	Michigan	34,680
	3	Toronto	48,496		57	New Mexico	34,364
	4	Cal. Berkeley	48,180		58	Cornell	34,350
	4	Cal. Davis	48,180		59	Notre Dame	34,200
	4	Cal. Irvine	48,180		60	Illinois, Chicago	34,150
	4	Cal. Los Angeles	48,180		61	Ohio State	34,080
	4	Cal. Santa Barbara	48,180		62	Arizona State	34,000
	9	Guelph	47,715				
	10	British Columbia	47,189	6	63	Virginia Tech	33,990
	11	Cal. San Diego	47,124		64	North Carolina State	33,920
					65	Virginia	33,700
2	12	Laval	46,801		66	Oklahoma	33,600
	13	Connecticut	46,185		67	Emory	33,500
	14	Stanford	44,843		67	Purdue	33,500
	15	Hawaii	44,784		69	Pennsylvania	33,250
	16	Alberta	44,651		70	Northwestern	33,092
	17	SUNY Stony Brook	44,543		71	Arizona	33,087
	18	Massachusetts	43,558				
				7	72	Temple	32,949
3	19	Waterloo	42,761		73	Syracuse	32,892
	20	McMaster	42,732		74	Tennessee	32,693
	21	Saskatchewan	42,587		75	Pittsburgh	32,589
	22	McGill	42,564		76	Illinois, Urbana	32,472
	23	Cal. Riverside	41,976		77	South Carolina	32,252
	24	Manitoba	41,928		78	Kent State	32,226
	25	Western Ontario	41,690		79	North Carolina	32,100
	26	Columbia	41,250		80	Washington	32,040
	27	Yale	40,433		81	Boston University	32,002
	28	Harvard	40,047				
	29	Dartmouth	39,250	8	82	Louisiana State	31,968
	30	Iowa State	39,138		83	Miami	31,960
	31	Cincinnati	39,010		84	Washington State	31,800
					85	Oregon	31,625
4	32	Southern California	38,886		86	Houston	31,472
	33	Iowa	38,545		87	Texas	31,402
	34	Queen's	38,321		88	Texas A&M	31,400
	35	SUNY Albany	38,048		89	Brigham Young	31,391
	36	Indiana	37,946		90	Kentucky	31,250
	37	SUNY Buffalo	37,453				
	38	Duke	36,834	9	91	Vanderbilt	30,800
	39	Pennsylvania State	36,636		92	Delaware	30,679
	40	Chicago	36,534		93	Alabama	30,534
	41	Princeton	36,500		94	Washington University	30,490
	42	Southern Illinois	36,426		95	Kansas	30,360
	43	Wisconsin	36,368		96	Florida	30,272
	44	Johns Hopkins	36,080		97	Georgia	30,178
					98	Case Western	30,170
5	45	Nebraska	35,900		99	Missouri	30,068
	46	Minnesota	35,706		100	Rice	30,000
	47	Colorado	35,498				
	48	New York University	35,290	10	101	Tulane	29,835
	49	Brown	35,263		102	Georgetown	29,516
	50	Maryland	35,083		103	Rochester	28,800
	51	Wayne State	34,956		104	Florida State	28,667
	52	Michigan State	34,940		105	Georgia Tech	28,000
	53	MIT	34,900		106	Oklahoma State	27,804
	54	Howard	34,885		107	Utah	26,500

All Canadian salaries and some U.S. salaries revised from 1990 Survey figures; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 51,000 and over	6 - 36,000-38,999
2 - 48,000-50,999	7 - 34,000-35,999
3 - 45,000-47,999	8 - 32,000-33,999
4 - 42,000-44,999	9 - 30,000-31,999
5 - 39,000-41,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	York	$56,956	6	54	Colorado State	$36,300
	2	Rutgers	54,223				
	3	Cal. Los Angeles	53,856	7	55	Maryland	35,872
	4	Toronto	52,860		56	Wayne State	35,830
	5	Guelph	51,240		57	Notre Dame	35,600
					58	Michigan State	35,500
2	6	Cal. Berkeley	50,496		59	Pittsburgh	35,388
	6	Cal. Davis	50,496		60	Ohio State	35,376
	6	Cal. Irvine	50,496		61	Colorado	35,185
	6	Cal. Santa Barbara	50,496		62	Emory	35,100
	10	Laval	49,142		63	Delaware	35,032
					64	North Carolina State	35,000
3	11	Hawaii	47,904		64	Pennsylvania	35,000
	12	Cal. San Diego	47,124		66	Cornell	34,995
	13	British Columbia	47,059		67	Northwestern	34,766
	14	Connecticut	46,602		68	Miami	34,700
	15	Alberta	46,271		69	Florida State	34,682
	16	Manitoba	46,013		70	Illinois, Chicago	34,550
	17	Western Ontario	45,950		71	Oklahoma	34,116
	18	McGill	45,593		72	Kentucky	34,072
	19	SUNY Stony Brook	45,260		73	Temple	34,058
					74	Arizona State	34,000
4	20	McMaster	44,895				
	21	Massachusetts	44,726	8	75	Washington	33,852
	22	Stanford	44,058		76	Virginia	33,824
	23	Cal. Riverside	43,992		77	Boston University	33,812
	24	Yale	43,911		78	Purdue	33,600
	25	Columbia	43,645		79	Texas A&M	33,456
	26	Waterloo	43,466		80	Virginia Tech	33,431
	27	Harvard	42,667		81	Brigham Young	33,149
	28	Saskatchewan	42,587		82	Illinois, Urbana	33,132
					83	Oregon	33,129
5	29	Dartmouth	41,539		84	Washington University	33,094
	30	Queen's	40,717		85	Syracuse	33,065
	31	Cincinnati	40,374		86	Tennessee	33,000
	32	Southern California	39,630		87	Louisiana State	32,991
	33	Indiana	39,457		88	Arizona	32,930
	34	New York University	39,233		89	Houston	32,878
	35	Princeton	39,071		90	North Carolina	32,575
	36	SUNY Buffalo	39,048		91	South Carolina	32,568
					92	Texas	32,288
6	37	Chicago	38,550				
	38	SUNY Albany	38,348	9	93	Vanderbilt	31,920
	39	Michigan	38,260		94	Rice	31,500
	40	Pennsylvania State	37,692		95	Georgetown	31,492
	41	Brown	37,606		96	Washington State	31,392
	42	Iowa	37,415		97	Case Western	31,328
	43	Johns Hopkins	37,378		98	Tulane	30,879
	44	Duke	37,200		99	Kansas	30,828
	45	Minnesota	37,033		100	Florida	30,694
	46	Wisconsin	36,800		101	Georgia	30,401
	47	Howard	36,647		102	Alabama	30,334
	48	Kent State	36,490		103	Rochester	30,264
	49	New Mexico	36,438				
	50	Nebraska	36,409	10	104	Missouri	29,573
	51	Southern Illinois	36,402		105	Oklahoma State	28,644
	52	Iowa State	36,375		106	Georgia Tech	28,200
	53	MIT	36,325		107	Utah	27,450

Figures reported as of September 1, 1991; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1991

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 47,000 and over	6 - 36,000-36,999
2 - 44,000-46,999	7 - 35,000-35,999
3 - 41,000-43,999	8 - 33,000-34,999
4 - 38,000-40,999	9 - 32,000-32,999
5 - 37,000-37,999	10 - below 32,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	York	$51,115	6	54	Illinois, Chicago	$36,811
	2	Cal. Davis	49,596		55	North Carolina State	36,810
	3	Rutgers	49,112		56	Howard	36,794
	4	British Columbia	48,836		57	Brown	36,729
	5	Cal. Santa Barbara	48,497		58	SUNY Albany	36,698
	6	Guelph	48,451		59	Northwestern	36,688
	7	Cal. San Diego	47,808		60	Colorado	36,433
	8	Connecticut	47,491		61	Ohio State	36,296
	9	Cal. Los Angeles	47,473		62	Virginia	36,251
	10	Laval	47,295		63	Illinois, Urbana	36,240
	11	Stanford	47,158	7	64	Notre Dame	35,894
2	12	Cal. Irvine	46,844		65	New Mexico	35,728
	13	Cal. Berkeley	46,383		66	Pittsburgh	35,636
	14	Toronto	46,205		67	Johns Hopkins	35,396
	15	McGill	44,854		68	Tennessee	35,319
	16	SUNY Stony Brook	44,747		69	Oklahoma	35,189
	17	Cal. Riverside	44,187		70	Emory	35,164
	18	Alberta	44,039		71	Purdue	35,107
	19	Hawaii	44,000		72	Syracuse	35,007
3	20	Waterloo	43,853	8	73	Arizona State	34,865
	21	Massachusetts	43,851		74	Temple	34,532
	22	Columbia	43,808		75	Pennsylvania	34,507
	23	Yale	43,089		76	Boston University	34,003
	24	McMaster	42,890		77	Arizona	33,990
	25	Western Ontario	42,871		78	North Carolina	33,875
	26	Harvard	42,049		79	Texas A&M	33,847
	27	Manitoba	41,425		80	South Carolina	33,713
	28	Iowa State	41,102		81	Virginia Tech	33,710
	29	Southern California	41,060		82	Delaware	33,668
					83	Washington	33,389
4	30	Saskatchewan	40,739		84	Kentucky	33,227
	31	Dartmouth	40,671		85	Vanderbilt	33,147
	32	SUNY Buffalo	40,027		86	Texas	33,014
	33	Princeton	39,711				
	34	Minnesota	39,523	9	87	Louisiana State	32,941
	35	Queen's	39,420		88	Washington State	32,909
	36	Chicago	39,022		89	Florida	32,869
	37	Indiana	38,979		90	Georgetown	32,857
	38	New York University	38,920		91	Rice	32,814
	39	Duke	38,456		92	Oregon	32,580
	40	Michigan	38,315		93	Washington University	32,226
	41	Iowa	38,246		94	Houston	32,220
	42	Pennsylvania State	38,177		95	Case Western	32,176
	43	Wisconsin	38,096		96	Miami	32,164
5	44	Kent State	37,936	10	97	Brigham Young	31,970
	45	Cincinnati	37,837		98	Florida State	31,865
	46	Southern Illinois	37,654		99	Tulane	31,377
	47	Maryland	37,600		100	Georgia	31,339
	48	Nebraska	37,488		101	Georgia Tech	31,217
	49	MIT	37,323		102	Rochester	31,109
	50	Wayne State	37,311		103	Alabama	30,861
	51	Colorado State	37,137		104	Kansas	30,845
					105	Missouri	30,581
6	52	Michigan State	36,989		106	Oklahoma State	30,238
	53	Cornell	36,872		107	Utah	29,904

All Canadian salaries and some U.S. salaries revised from 1990 Survey figures; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of average salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 51,000 and over	6 - 38,000-40,999
2 - 48,000-50,999	7 - 36,000-37,999
3 - 45,000-47,999	8 - 34,000-35,999
4 - 42,000-44,999	9 - 32,000-33,999
5 - 40,000-41,999	10 - below 32,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$54,285	6	54	Nebraska	$38,004
	2	York	53,184				
	3	Guelph	51,845	7	55	Cornell	37,996
	4	Cal. Los Angeles	51,576		56	Iowa	37,912
					57	Howard	37,859
2	5	Cal. Davis	50,614		58	New Mexico	37,617
	6	Toronto	50,301		59	SUNY Albany	37,598
	7	Cal. Santa Barbara	49,580		60	Delaware	37,488
	8	Laval	49,485		61	Southern Illinois	37,417
	9	Cal. Irvine	49,310		62	Illinois, Urbana	37,203
	10	Cal. Berkeley	49,260		63	Notre Dame	37,156
	11	Cal. San Diego	48,301		64	Ohio State	37,123
	12	British Columbia	48,177		65	Colorado	36,874
	13	McGill	48,077		66	Emory	36,847
					67	Illinois, Chicago	36,844
3	14	Hawaii	47,717		68	Oklahoma	36,647
	15	Yale	46,853		69	North Carolina State	36,589
	16	Alberta	46,758		70	Kentucky	36,360
	17	Connecticut	46,437		71	Pennsylvania	36,348
	18	Stanford	46,384		72	Virginia	36,321
	19	Columbia	46,126				
	20	McMaster	46,118	8	73	Temple	35,804
	21	SUNY Stony Brook	45,762		74	Washington	35,667
	22	Western Ontario	45,720		75	Purdue	35,265
	23	Waterloo	45,512		76	Syracuse	35,160
	24	Cal. Riverside	45,257		77	Tennessee	35,017
					78	Georgetown	34,916
4	25	Harvard	44,830		79	Texas A&M	34,829
	26	Manitoba	44,734		80	Boston University	34,776
	27	Massachusetts	44,270		81	Oregon	34,611
	28	New York University	43,695		82	Case Western	34,508
	29	Southern California	42,475		83	Miami	34,495
	30	Dartmouth	42,383		84	Vanderbilt	34,379
	31	Princeton	42,087		85	Arizona State	34,125
					86	North Carolina	34,009
5	32	Saskatchewan	41,888				
	33	Queen's	41,788	9	87	Texas	33,987
	34	SUNY Buffalo	41,519		88	Florida	33,974
	35	Chicago	41,241		89	Arizona	33,960
	36	Michigan	40,351		90	South Carolina	33,947
	37	Pennsylvania State	40,246		91	Brigham Young	33,902
	38	Indiana	40,242		92	Washington University	33,786
	39	Kent State	40,177		93	Houston	33,775
					94	Florida State	33,741
6	40	Minnesota	39,922		95	Washington State	33,733
	41	Duke	39,625		96	Louisiana State	33,638
	42	Iowa State	39,433		97	Virginia Tech	33,538
	43	Cincinnati	39,427		98	Rice	33,248
	44	MIT	39,172		99	Rochester	33,075
	45	Brown	38,595		100	Tulane	32,620
	46	Wisconsin	38,509				
	47	Maryland	38,414	10	101	Georgia	31,893
	48	Northwestern	38,342		102	Oklahoma State	31,547
	49	Pittsburgh	38,284		103	Georgia Tech	31,280
	50	Johns Hopkins	38,249		104	Kansas	30,955
	51	Wayne State	38,180		105	Utah	30,581
	52	Colorado State	38,100		106	Alabama	30,175
	53	Michigan State	38,022		107	Missouri	29,526

Figures reported as of September 1, 1991; Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of average salaries.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1989-92

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1989	1990	1991r	1992	1989	1990	1991r	1992	1989	1990	1991r	1992
Alabama	103	106	103	106	95	105	93	102	85	101	91	81
Alberta	30	23	18	16	25	20	16	15	31	25	21	18
Arizona	68	95	77	89	58	88	71	88	69	93	63	39
Arizona State	73	88	73	85	65	84	62	74	69	72	63	73
Boston	86	79	76	80	89	82	81	77	52	64	69	61
Brigham Young	94	100	97	91	94	95	89	81	85	72	81	89
British Columbia	39	10	4	12	28	13	10	13	35	7	6	19
Brown	60	61	57	45	55	58	49	41	20	26	31	40
Calif., Berkeley	2	7	13	10	3	6	4	6	6	9	10	10
Calif., Davis	4	3	2	5	3	4	4	6	6	9	10	10
Calif., Irvine	8	2	12	9	9	2	4	6	6	9	10	10
Calif., Los Angeles	6	5	9	4	3	5	4	3	6	9	10	10
Calif., Riverside	13	14	17	24	14	19	23	23	6	9	10	10
Calif., San Diego	5	8	7	11	6	7	11	12	6	9	10	10
Calif., Santa Barbara	3	4	5	7	2	3	4	6	6	9	10	10
Case Western Reserve	102	92	95	82	103	89	98	97	100	93	95	99
Chicago	43	41	36	35	57	52	40	37	63	54	30	29
Cincinnati	49	45	45	43	31	32	31	31	90	102	105	100
Colorado	61	56	60	65	69	67	47	61	32	38	44	38
Colorado State	42	49	51	52	51	49	55	54	27	50	70	73
Columbia	14	19	22	19	16	14	26	25	13	16	9	17
Connecticut	16	15	8	17	15	17	13	14	54	5	18	22
Cornell	45	53	53	55	48	55	58	66	69	72	77	70
Dartmouth	31	32	31	30	27	29	29	29	24	33	44	42
Delaware	95	83	82	60	106	99	92	63	37	53	61	51
Duke	36	38	39	41	37	38	38	44	45	55	54	41
Emory	74	77	70	66	84	85	67	62	93	93	95	89
Florida	82	84	89	88	86	92	96	100	37	38	44	42
Florida State	88	90	98	94	97	101	104	69	69	67	70	81
Georgetown	84	81	90	78	96	96	102	95	37	50	34	30
Georgia	96	103	100	101	81	98	97	101	99	93	95	89
Georgia Tech	98	104	101	103	105	106	105	106	93	103	63	89
Guelph	11	11	6	3	10	9	9	5	44	48	42	33
Harvard	37	35	26	25	42	39	28	27	55	20	23	23
Hawaii	18	21	19	14	17	18	15	11	16	4	2	2
Houston	85	85	94	93	87	73	86	89	100	85	104	100
Howard	57	63	56	57	59	62	54	47	22	47	53	48
Illinois, Chicago	51	34	54	67	64	33	60	70	118	38	63	67
Illinois, Urbana	65	58	63	62	85	75	76	82	69	56	63	64
Indiana	48	52	37	38	44	53	36	33	37	35	38	42

r - Rankings for FY91 revised from 1990 Survey based on current reports.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1989-92

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1989	1990	1991r	1992	1989	1990	1991r	1992	1989	1990	1991r	1992
Iowa	41	38	41	56	38	35	33	42	65	66	76	85
Iowa State	28	24	28	42	36	28	30	52	69	50	44	53
Johns Hopkins	67	54	67	50	49	45	44	43	58	70	80	80
Kansas	100	96	104	104	91	91	95	99	85	85	94	98
Kent State	21	29	44	39	29	31	78	48	67	56	41	50
Kentucky	101	97	84	70	100	100	90	72	100	106	81	64
Laval	12	12	10	8	11	10	12	10	18	21	20	21
Louisiana State	89	99	87	96	82	102	82	87	55	68	70	73
McGill	29	18	15	13	18	21	22	18	50	23	33	32
McMaster	21	28	24	20	20	23	20	20	43	46	29	27
Manitoba	25	26	27	26	19	22	24	13	92	90	93	87
Maryland	53	44	47	47	56	43	50	55	62	71	78	88
Massachusetts	9	13	21	27	8	12	18	21	26	38	63	73
MIT	46	45	49	44	52	47	53	53	46	56	56	49
Miami	79	87	96	83	67	79	83	68	69	72	95	53
Michigan	28	37	40	36	33	41	56	39	27	22	25	34
Michigan State	55	55	52	53	62	64	52	58	46	28	38	42
Minnesota	34	43	34	40	46	56	46	45	59	56	44	86
Missouri	107	105	105	107	98	93	99	104	100	93	95	102
Nebraska	76	75	48	54	77	70	45	50	85	93	70	70
New Mexico	63	69	65	58	54	60	57	49	53	28	34	34
New York	23	30	38	28	35	48	48	34	4	5	7	6
North Carolina	75	78	78	86	70	72	79	90	93	72	81	89
North Carolina State	72	68	55	69	71	74	64	64	68	69	43	52
Northwestern	59	66	59	48	68	69	70	67	43	72	56	64
Notre Dame	58	62	64	63	72	64	59	57	34	38	38	34
Ohio State	56	70	61	64	61	68	61	60	46	63	62	53
Oklahoma	92	65	69	68	79	40	66	71	1	1	4	9
Oklahoma State	106	107	106	102	107	107	106	105	91	91	90	63
Oregon	80	93	92	81	90	86	85	83	93	93	91	89
Pennylvania	52	73	75	71	53	63	69	64	69	34	34	42
Pennylvania State	27	42	42	37	32	46	39	40	19	28	44	34
Pittsburgh	66	59	66	49	60	59	75	59	100	72	95	102
Princeton	33	39	33	31	43	49	41	35	32	28	24	20
Purdue	64	74	71	75	63	71	67	78	100	103	106	102
Queen's	40	46	35	33	47	44	34	30	42	45	28	28
Rice	93	76	91	98	92	66	100	94	55	56	34	42
Rochester	104	94	102	99	102	103	103	103	107	106	95	102
Rutgers	1	9	3	1	1	14	2	2	15	17	8	8
Saskatchewan	35	22	30	32	24	16	21	28	61	49	55	62

r - Rankings for FY91 revised from 1990 Survey based on current reports.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1989-92

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1989	1990	1991r	1992	1989	1990	1991r	1992	1989	1990	1991r	1992
South Carolina	83	82	80	90	74	80	77	91	64	56	56	53
Southern California	22	27	29	29	30	34	32	32	2	2	5	5
Southern Illinois	38	36	46	61	40	36	42	51	51	38	44	53
Stanford	7	6	11	18	12	11	14	22	3	3	1	1
SUNY-Albany	47	50	58	59	21	30	35	38	59	65	59	67
SUNY-Buffalo	29	31	32	34	34	37	37	36	37	38	59	67
SUNY-Stony Brook	20	17	16	21	22	15	17	19	15	18	22	30
Syracuse	77	71	72	76	76	77	73	85	69	72	70	81
Temple	78	60	74	73	66	57	72	73	69	85	81	73
Tennessee	70	64	68	77	83	78	74	86	93	72	95	102
Texas	81	86	86	87	75	83	87	92	93	93	95	81
Texas A&M	69	67	79	79	78	76	88	79	69	72	81	89
Toronto	17	16	14	6	13	8	3	4	36	36	32	24
Tulane	104	102	99	100	99	97	101	98	69	72	79	72
Utah	97	98	107	105	88	90	107	107	100	103	106	107
Vanderbilt	99	91	85	84	104	94	91	93	69	72	81	73
Virginia	44	51	62	72	41	54	65	76	69	56	44	53
Virginia Tech	62	72	81	97	45	51	63	80	66	72	70	89
Washington	87	80	83	74	93	87	80	75	85	85	81	53
Wahington State	90	89	88	95	80	81	84	96	84	92	81	89
Washington, St. Louis	91	101	93	92	101	104	94	84	83	89	81	73
Waterloo	26	25	20	23	26	26	19	26	29	27	27	25
Wayne State	71	57	50	51	73	61	51	56	17	28	25	26
Western Ontario	54	33	25	22	38	27	25	17	23	19	3	4
Wisconsin	50	48	43	46	50	42	43	46	25	37	52	60
Yale	15	20	23	15	23	25	27	24	13	8	17	6
York	10	1	1	2	7	1	1	1	30	24	19	3

r - Rankings for FY91 revised from 1990 Survey based on current reports.

TABLE 12: SALARY TRENDS OF SALARIES IN ARL UNIVERSITY LIBRARIES*

Salary figures for the past ten years are converted into index numbers and compared to the Consumer Price Index (CPI), all of which have been converted using July 1982 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1992	107	8,256	$38,537	$24,000	177.4	169.0	408.0	148.7
1991	107	8,382	36,701	23,800	168.9	167.6	390.7	142.4
1990	107	8,253	34,629	22,000	159.4	154.9	372.7	135.8
1989	107	8,087	32,461	20,400	149.4	143.7	354.9	129.3
1988	106	7,962	30,534	19,460	140.5	137.0	340.8	124.2
1987	105	7,718	28,941	18,250	133.2	128.5	328.0	119.5
1986	105	7,543	27,485	17,500	126.5	123.2	322.8	117.6
1985	104	7,161	26,100	16,500	120.1	116.2	311.7	113.6
1984	103	7,039	24,940	15,778	114.8	111.1	299.3	109.1
1983	100	6,898	23,500	15,000	108.2	105.6	292.2	106.6
1982	100	6,894	21,727	14,200	100.0	100.0	274.4	100.0

Canadian salaries expressed in U.S. dollars.
* - Includes law and medical salaries.
** - Beginning Professional Salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SALARY AND POSITION, FY1992*

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
01. $150,000 or more	3									3								
02. 140,000-149,999	3									3								
03. 130,000-139,999	1									1								
04. 120,000-129,999	4									4								
05. 110,000-119,999	8							1		8								
06. 100,000-109,999	16									15								
07. 95,000-99,999	19	4	1							18	2							
08. 90,000-94,999	13	4	3		1			4		12	2	1						
09. 85,000-89,999	16	2	4		1	1		1		15	1	2						
10. 80,000-84,999	12	3	2		2	1		1		11	2	1						
11. 75,000-79,999	8	24	8		4		2	3		8	15	3		1				
12. 70,000-74,999	1	18	21		9	3	1	10	2	1	11	9		2			1	
13. 65,000-69,999	1	29	21		10	10	5	29	6	1	18	9		2	1	1	2	
14. 60,000-64,999		35	34		15	13	10	36	15		22	15		3	2	2	2	
15. 55,000-59,999		23	38		55	41	19	125	57		14	17		10	5	3	9	2
16. 50,000-54,999		15	56		48	78	35	177	156		9	24		8	10	6	12	5
17. 48,000-49,999		3	14		35	40	18	76	66		2	6		6	5	3	5	2
18. 46,000-47,999		1	5		33	29	28	91	104		1	2		6	4	5	6	3
19. 44,000-45,999		1	10		37	43	20	107	92		1	4		6	6	3	7	3
20. 42,000-43,999			4		37	48	33	122	131			2		6	6	5	8	4
21. 40,000-41,999			4		54	55	37	141	145			2		9	7	6	10	5
22. 38,000-39,999			1		47	62	46	97	189					8	8	8	7	6
23. 36,000-37,999					55	55	51	102	200					10	7	8	7	7
24. 34,000-35,999			1		32	62	50	115	280					6	8	8	8	9
25. 32,000-33,999			1		39	69	61	62	278					7	9	10	4	9
26. 30,000-31,999					24	55	52	62	315					4	7	9	4	10
27. 29,000-29,999					12	22	23	29	133					2	3	4	2	4
28. 28,000-28,999					6	18	28	15	178					1	2	5	1	6
29. 27,000-27,999					6	18	15	17	143					1	2	2	1	5
30. 26,000-26,999					2	16	28	14	128						2	5	1	4
31. 25,000-25,999					2	20	19	9	112						3	3	1	4
32. 24,000-24,999					3	5	8	8	99					1	1	1	1	3
33. 23,000-23,999					1	10	8	2	86						1	1		3
34. 22,000-22,999			1		3	2	6	1	70					1		1		2
35. 21,000-21,999							4	1	28							1		1
36. 20,000-20,999					1		1	1	4									
37. 19,000-19,999						2			4									
38. 18,000-18,999									1									
39. 17,000-17,999									4									
40. 16,999 or less									1									
TOTAL	105	162	229		574	778	608	1,459	3,027	100	100	100		100	100	100	100	100

* Does not include statistics for law and medical libraries.

TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SEX AND POSITION, FY1992*

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
01. $150,000 or more	2									1								
02. 140,000-149,999	2									1								
03. 130,000-139,999	1																	
04. 120,000-129,999	4																	
05. 110,000-119,999	5							1		3								
06. 100,000-109,999	8									8								
07. 95,000-99,999	8	3								11	1	1						
08. 90,000-94,999	9	1	3					4		4	3			1				
09. 85,000-89,999	10	1	2		1	1		1		6	1	2						
10. 80,000-84,999	6	1	2		1	1		1		6	2			1				
11. 75,000-79,999	7	10	5		3		1	2		1	14	3		1		1	1	
12. 70,000-74,999	1	12	13		4	1	1	6	1		6	8		5	2		4	1
13. 65,000-69,999	1	10	12		5	7	1	17	3		19	9		5	3	4	12	3
14. 60,000-64,999		19	14		9	5	6	19	5		16	20		6	8	4	17	10
15. 55,000-59,999		12	19		24	21	8	49	18		11	19		31	20	11	76	39
16. 50,000-54,999		3	26		23	41	15	68	38		12	30		25	37	20	109	118
17. 48,000-49,999		3	4		13	25	11	37	31			10		22	15	7	39	35
18. 46,000-47,999			1		11	14	12	31	35		1	4		22	15	16	60	69
19. 44,000-45,999			6		14	18	9	41	36		1	4		23	25	11	66	56
20. 42,000-43,999			3		10	20	12	35	46			1		27	28	21	87	85
21. 40,000-41,999					15	30	17	57	51			4		39	25	20	84	94
22. 38,000-39,999					15	33	17	36	51			1		32	29	29	61	138
23. 36,000-37,999					10	32	25	33	55					45	23	26	69	145
24. 34,000-35,999					13	31	23	48	78			1		19	31	27	67	202
25. 32,000-33,999			1		10	26	22	22	81					29	43	39	40	197
26. 30,000-31,999					9	20	24	19	86					15	35	28	43	229
27. 29,000-29,999					2	10	10	9	38					10	12	13	20	95
28. 28,000-28,999					2	7	15	4	42					4	11	13	11	136
29. 27,000-27,999					3	3	7	3	42					3	15	8	14	101
30. 26,000-26,999						9	13	4	39					2	7	15	10	89
31. 25,000-25,999						6	3	5	33					2	14	16	4	79
32. 24,000-24,999						3	2	1	24					3	2	6	7	75
33. 23,000-23,999						5	3		21					1	5	5	2	65
34. 22,000-22,999							1	1	23			1		3	2	5		47
35. 21,000-21,999							2	1	6							2		22
36. 20,000-20,999									1					1		1	1	3
37. 19,000-19,999									2						2			2
38. 18,000-18,999																		1
39. 17,000-17,999									1									3
40. 16,999 or less																		1
TOTAL	64	75	111		197	369	260	555	887	41	87	118		377	409	348	904	2140

* Does not include statistics for law and medical libraries.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1992

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director		106	64	42	$97,923	$98,267	$97,386
Associate Director		162	75	87	66,811	67,134	66,533
Assistant Director		229	111	118	59,010	60,829	57,298
Branch Head		574	197	377	44,129	46,800	42,732
Functional Specialist		608	260	348	37,690	38,193	37,313
Subject Specialist		778	369	409	40,485	41,527	39,545
Dept. Head:	Acquisitions	112	41	71	44,924	46,468	44,033
	Reference	121	38	83	45,079	44,440	45,371
	Cataloging	159	51	108	44,989	46,907	44,083
	Serials	54	19	35	43,540	41,310	44,751
	Doc./Maps	107	46	61	42,889	40,425	44,747
	Circulation	95	33	62	39,940	41,707	39,000
	Spec. Coll'n.	95	58	37	49,012	51,877	44,520
	Comp./Systems	62	33	29	50,404	49,660	51,251
	Other	654	236	418	42,956	44,998	41,803
Reference:	Over 15 yrs. exp.	521	156	365	40,836	41,214	40,675
	10 - 15 yrs. exp.	250	69	181	35,990	36,640	35,741
	5 - 10 yrs. exp.	288	84	204	31,453	32,269	31,116
	Under 5 yrs. exp.	297	92	205	27,340	27,687	27,185
Cataloging:	Over 15 yrs. exp.	500	154	346	39,799	39,825	39,787
	10 - 15 yrs. exp.	141	47	94	35,194	36,644	34,469
	5 - 10 yrs. exp.	187	46	141	31,886	32,540	31,673
	Under 5 yrs. exp.	216	70	146	27,292	26,751	27,552
Other:	Over 15 yrs. exp.	256	80	176	41,142	42,852	40,365
	10 - 15 yrs. exp.	92	18	74	35,889	36,599	35,716
	5 - 10 yrs. exp.	129	27	102	31,840	33,244	31,468
	Under 5 yrs. exp.	150	44	106	27,748	28,295	27,522
All Positions		**6,943**	**2,518**	**4,425**	**$41,038**	**$43,484**	**$39,645**

See Tables 33 and 40 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

FISCAL YEAR 1992

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director		5	3	2	95,904	*	*
Associate Director		4	NA	4	75,521	NA	75,521
Assistant Director		16	5	11	54,941	53,596	55,553
Branch Head		52	14	38	45,606	53,701	42,624
Functional Specialist		58	20	38	37,203	38,120	36,721
Subject Specialist		102	40	62	39,820	44,044	37,095
Dept. Head:	Acquisitions	4	NA	4	48,592	NA	48,592
	Reference	5	1	4	41,884	*	*
	Cataloging	13	5	8	44,645	54,454	38,514
	Serials	7	3	4	46,369	*	*
	Doc./Maps	5	1	4	44,022	*	*
	Circulation	8	2	6	34,562	*	*
	Comp./Systems	3	1	2	*	*	*
	Other	50	17	33	41,520	43,799	40,347
Reference:	Over 15 yrs. exp.	51	10	41	41,895	39,925	42,376
	10 - 15 yrs. exp.	22	4	18	37,637	37,908	37,577
	5 - 10 yrs. exp.	34	6	28	30,446	33,595	29,771
	Under 5 yrs. exp.	35	13	22	28,468	29,140	28,070
Cataloging:	Over 15 yrs. exp.	89	29	60	39,028	39,676	38,715
	10 - 15 yrs. exp.	17	6	11	33,242	34,178	32,732
	5 - 10 yrs. exp.	31	4	27	30,424	31,835	30,215
	Under 5 yrs. exp.	28	8	20	26,678	27,162	26,484
Other:	Over 15 yrs. exp.	20	5	15	40,234	40,650	40,095
	10 - 15 yrs. exp.	6	2	4	37,936	*	*
	5 - 10 yrs. exp.	9	3	6	29,879	*	*
	Under 5 yrs. exp.	15	6	9	26,759	25,417	27,654
All Positions		**689**	**208**	**481**	**$38,759**	**$41,023**	**$37,780**

* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1991

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	106	64	42	25.3	26.6	23.4
Associate Director	162	75	87	21.1	21.0	21.3
Assistant Director	229	111	118	20.1	20.4	19.8
Branch Head	574	197	377	17.4	18.3	17.0
Functional Specialist	608	260	348	12.1	13.0	11.5
Subject Specialist	778	369	409	16.4	17.0	15.8
Dept. Head: Acquisitions	112	41	71	18.6	17.4	19.3
Reference	121	38	83	16.7	16.6	16.8
Cataloging	159	51	108	17.4	17.7	17.3
Serials	54	19	35	18.7	17.8	19.1
Documents	80	28	52	18.8	17.5	19.5
Maps	27	18	9	16.6	15.6	18.7
Circulation	95	33	62	13.3	14.3	12.8
Rare Bks/MSS	95	58	37	19.1	19.3	18.8
Comp./Systems	62	33	29	14.7	16.2	13.0
Other	654	236	418	16.3	17.0	15.9
Public Services	327	85	242	13.0	14.3	12.6
Technical Services	214	58	156	12.8	12.3	12.9
Administrative Services	86	26	60	14.1	16.0	13.2
Reference	1,356	401	955	12.7	12.7	12.7
Cataloging	1,044	317	727	14.5	14.6	14.5
All Positions	**6,943**	**2,518**	**4,425**	**15.3**	**16.0**	**14.8**

See Tables 34 and 41 for statistics related to medical and law librarians.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

FISCAL YEAR 1991

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	5	3	2	24.2	24.0	24.5
Associate Director	4	N/A	4	24.5	N/A	24.5
Assistant Director	16	5	11	19.2	17.2	20.1
Branch Head	52	14	38	18.8	20.6	18.2
Functional Specialist	58	20	38	11.3	9.7	12.1
Subject Specialist	102	40	62	16.0	18.1	14.6
Dept. Head: Acquisitions	4	N/A	4	24.5	N/A	24.5
Reference	5	1	4	16.8	11.0	18.3
Cataloging	13	5	8	20.5	22.6	19.1
Serials	7	3	4	21.3	18.3	23.5
Documents	3	N/A	3	10.0	N/A	10.0
Maps	2	1	1	22.0	34.0	10.0
Circulation	8	2	6	11.0	12.5	10.5
Comp./Systems	3	1	2	8.3	10.0	7.5
Other	50	17	33	17.8	18.7	17.3
Public Services	24	8	16	12.2	11.3	12.6
Tech. Services	18	4	14	12.1	10.3	12.6
Administrative Services	8	4	4	12.3	6.0	18.5
Reference	142	33	109	11.8	10.2	12.2
Cataloging	165	47	118	15.7	17.4	15.1
All Positions	**689**	**208**	**481**	**15.0**	**15.6**	**14.8**

Excludes all Canadian libraries.
N/A - no positions were reported in this category.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1992

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	781	272	509	11.2	$28,175	$28,883	$27,796
4-7 years	970	323	647	14.0	32,193	33,015	31,783
8-11 years	851	258	593	12.3	36,587	37,683	36,110
12-15 years	971	352	619	14.0	41,169	43,328	39,942
16-19 years	1,087	410	677	15.7	44,387	46,060	43,374
20-23 years	940	328	612	13.5	48,020	49,335	47,314
24-27 years	672	277	395	9.7	49,147	51,352	47,600
28-31 years	359	162	197	5.2	50,599	53,887	47,880
32-35 years	174	81	93	2.5	50,876	57,044	45,504
Over 35 years	138	55	83	2.0	51,892	61,066	45,812
All Positions	**6,943**	**2,518**	**4,425**	**100.0**	**$41,038**	**$43,383**	**$39,645**

Canadian salaries converted to U.S. dollars; see Table 28 for salaries in Canadian dollars.

TABLE 20: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1992

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	97	29	68	14.1	$29,013	$29,304	$28,890
4-7 years	106	31	75	15.4	32,365	35,956	30,880
8-11 years	81	22	59	11.8	34,316	34,985	34,066
12-15 years	59	18	41	8.6	38,153	39,223	37,683
16-19 years	91	25	66	13.2	41,362	40,384	41,732
20-23 years	108	29	79	15.7	42,883	44,442	42,310
24-27 years	81	27	54	11.8	47,338	49,503	46,255
28-31 years	38	16	22	5.5	49,162	53,648	45,900
32-35 years	20	11	9	2.9	49,232	54,490	42,805
Over 35 years	8	N/A	8	1.2	43,398	N/A	43,398
All Positions	**689**	**208**	**481**	**100.0**	**$38,759**	**$41,023**	**$37,780**

Excludes all Canadian libraries.
N/A - No positions were reported in this category.

TABLE 21: AVERAGE SALARY FOR SELECTED POSITIONS BY YEARS OF EXPERIENCE

FISCAL YEAR 1992

Position	Years of Experience						
	0 - 3 years	4 - 7 years	8 - 11 years	12 - 15 years	16 - 19 years	20 - 23 years	24 or more years
Director	N/A	N/A	*	*	$101,225	$95,054	$98,883
Associate Director	*	*	$65,646	$63,080	64,614	69,436	68,068
Assistant Director	*	*	54,431	56,201	59,138	58,495	63,423
Branch Head	$31,449	$34,531	38,539	41,333	46,442	48,892	49,488
Functional Specialist	29,815	33,052	37,132	40,495	41,675	45,872	44,770
Subject Specialialist	29,136	33,353	36,231	40,698	41,984	43,970	47,607
Dept. Head: Acquisitions	*	*	41,014	42,634	44,506	46,751	49,393
Reference	N/A	35,951	43,790	44,049	45,141	47,183	51,396
Cataloging	*	35,366	40,042	43,532	45,462	48,763	51,146
Serials	*	*	38,009	42,706	40,465	49,993	44,041
Doc./Maps	*	30,270	38,873	43,333	41,646	47,170	48,679
Circulation	30,036	36,940	39,723	40,033	42,503	45,121	44,079
Rare Bks/MSS	*	35,427	38,304	51,765	50,527	50,808	51,513
Comp./Systems	*	46,574	48,012	50,961	47,607	57,492	59,757
Other	31,915	34,015	38,097	41,458	44,915	48,136	50,727

Experience reflects total professional experience.
Excludes staff in law and medical libraries.
N/A - No positions reported in this category.
* - Salary information is not published when fewer than four individuals are involved.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION,

FISCAL YEAR 1992

Position		ALL COMBINED (107)*		PUBLIC (64)		PRIVATE (30)	
		No.	Average Salary	No.	Average Salary	No.	Average Salary
Director		105	$97,923	62	$93,710	30	$111,290
Associate Director		162	66,811	94	64,220	48	71,385
Assistant Director		229	59,010	134	57,248	78	61,525
Branch Head		574	44,129	346	42,700	185	45,209
Functional Specialist		608	37,690	346	36,067	207	37,639
Subject Specialist		778	40,485	438	39,724	274	40,150
Dept. Head:	Acquisitions	112	44,924	66	44,717	32	41,509
	Reference	121	45,079	65	44,931	45	43,696
	Cataloging	159	44,989	82	43,845	63	44,484
	Serials	54	43,540	26	42,916	23	43,027
	Doc./Maps	107	42,889	74	42,066	20	38,540
	Circulation	95	39,940	53	39,254	32	37,993
	Special Coll'n.	95	49,012	55	47,608	30	50,037
	Comp./Systems	62	50,404	32	47,851	23	51,181
	Other	654	42,956	378	41,840	197	41,935
Reference:	Over 15 yrs. exp.	521	40,836	313	39,589	124	38,359
	10 - 15 yrs. exp.	250	35,990	151	34,875	66	34,782
	5 - 10 yrs. exp.	288	31,453	185	30,697	74	30,814
	Under 5 yrs. exp.	297	27,340	205	26,110	63	29,344
Cataloging:	Over 15 yrs. exp.	500	39,799	257	38,558	166	37,823
	10 - 15 yrs. exp.	141	35,194	66	33,092	56	35,465
	5 - 10 yrs. exp.	187	31,886	92	30,304	77	32,246
	Under 5 yrs. exp.	216	27,292	121	26,413	86	27,886
Other:	Over 15 yrs. exp.	256	41,142	170	40,761	57	38,593
	10 - 15 yrs. exp.	92	35,889	62	34,702	20	35,788
	5 - 10 yrs. exp.	129	31,840	81	30,664	40	33,347
	Under 5 yrs. exp.	150	27,748	102	26,447	36	29,618
All Positions		**6,942**	**$41,038**	**4,056**	**$39,680**	**2,152**	**$41,067**

* Includes 13 Canadian libraries not included in the Public/Private columns.
For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows Canadian salaries in Canadian dollars.
( ) indicates number of ARL libraries in each category.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF,

FISCAL YEAR 1992

		Staff Over 124 (3)		Staff 75-124 (28)		Staff 50-74 (31)		Staff 1-49 (45)	
Position		**No.**	**Salary**	**No.**	**Salary**	**No.**	**Salary**	**No.**	**Salary**
Director		3	*	27	$109,109	30	$98,058	45	$89,532
Associate Director		11	$76,513	60	69,373	46	65,884	45	61,972
Assistant Director		12	62,584	72	63,444	69	60,232	76	53,136
Branch Head		44	49,601	278	44,834	136	43,360	116	41,262
Functional Specialist		85	43,172	209	36,417	210	37,097	104	36,963
Subject Specialist		86	46,459	369	39,832	209	40,449	114	38,160
Dept. Head:	Acquisitions	3	*	27	45,686	35	45,818	47	42,798
	Reference	9	48,673	40	46,632	31	45,759	41	42,261
	Cataloging	16	51,382	47	45,758	41	44,721	55	42,671
	Serials	5	50,695	16	45,370	11	41,811	22	41,448
	Doc./Maps	2	*	37	42,861	26	45,384	42	40,723
	Circulation	11	39,858	25	42,639	26	37,969	33	39,477
	Special Coll'n.	6	57,856	30	50,566	25	48,958	34	46,119
	Comp./Systems	4	61,080	22	52,965	14	50,464	22	45,863
	Other	45	57,790	270	43,267	181	42,244	158	39,015
Reference:	Over 15 yrs. exp.	30	48,107	194	40,508	126	41,853	171	39,183
	10 - 15 yrs. exp.	10	44,751	85	36,162	61	36,300	94	34,700
	5 - 10 yrs. exp.	15	37,151	105	31,244	63	32,647	105	30,130
	Under 5 yrs. exp.	12	33,581	91	28,397	79	26,338	115	26,542
Cataloging:	Over 15 yrs. exp.	56	45,646	184	39,217	113	40,764	147	37,558
	10 - 15 yrs. exp.	20	38,791	50	35,201	40	35,376	31	32,627
	5 - 10 yrs. exp.	19	35,603	80	32,096	49	31,471	39	30,168
	Under 5 yrs. exp.	16	30,619	88	27,890	59	26,867	53	25,769
Other:	Over 15 yrs. exp.	21	48,183	122	40,165	64	42,928	49	38,226
	10 - 15 yrs. exp.	6	41,930	38	36,931	25	36,654	23	31,760
	5 - 10 yrs. exp.	7	37,417	58	31,942	45	32,085	19	28,894
	Under 5 yrs. exp.	5	33,387	71	28,045	34	28,425	40	25,942
All Positions		**559**	**$47,025**	**2,695**	**$40,959**	**1,848**	**$41,221**	**1,840**	**$39,151**

( ) Indicates number of ARL libraries in each category.
* - Salary data are not published when fewer than four individuals are involved.

TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1992

Position		Northeast		North Central		South			West		Canada
		New England (8)	Middle Atlantic (14)	East N.Central (16)	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)
Director		$109,587	$112,213	$100,434	$95,783	$96,456	$97,647	$86,674	$86,279	$99,450	$87,166
Associate Director		69,572	74,848	63,903	65,048	62,390	58,984	*	60,559	72,707	68,013
Assistant Director		69,512	61,518	62,230	56,169	51,978	*	50,892	54,613	63,242	61,360
Branch Head		47,797	47,173	42,501	38,598	38,546	38,512	35,257	43,991	47,518	50,976
Subject Specialist		39,360	36,155	34,027	33,576	35,023	31,653	32,686	32,057	43,603	48,092
Functional Specialist		44,044	42,279	37,577	35,956	34,483	30,223	31,684	35,292	47,451	46,926
Dept. Head:	Acquisitions	48,501	44,079	44,361	44,587	41,549	40,902	40,127	40,144	47,996	53,707
	Reference	49,136	46,194	45,441	44,209	42,627	*	38,645	39,784	50,069	51,613
	Cataloging	48,705	45,551	42,026	42,109	41,079	37,935	35,600	41,383	52,550	53,960
	Serials	45,052	44,083	44,137	37,568	41,649	*	36,403	39,416	49,045	49,149
	Doc./Maps	49,756	44,280	39,846	38,168	38,473	33,291	32,445	40,239	50,909	54,261
	Circulation	38,512	36,104	41,113	37,631	37,868	31,530	36,886	34,810	47,088	49,810
	Special Coll'n.	58,137	50,920	46,752	46,958	44,236	*	44,393	42,430	53,289	53,656
	Comp./Systems	55,957	50,621	59,843	44,777	44,136	*	44,492	40,188	53,023	59,525
	Other	45,935	43,372	41,291	40,268	36,498	34,972	36,575	37,517	52,670	50,838
Reference:	Over 15 yrs. exp.	43,501	42,771	36,463	35,026	34,877	34,078	32,599	34,171	45,645	49,140
	10 - 15 yrs. exp.	38,342	35,148	34,617	31,654	32,662	31,485	30,711	31,778	40,401	43,504
	5 - 10 yrs. exp.	34,879	31,568	31,103	26,771	28,148	27,207	27,089	28,652	35,714	37,901
	Under 5 yrs. exp.	31,691	28,204	26,823	24,613	24,791	23,502	23,987	24,913	30,195	31,687
Cataloging:	Over 15 yrs. exp.	41,159	38,795	36,158	36,124	34,177	33,450	30,266	34,531	47,200	48,200
	10 - 15 yrs. exp.	39,572	32,941	32,427	30,196	29,916	*	27,872	31,723	39,664	41,697
	5 - 10 yrs. exp.	34,519	32,355	31,176	28,547	28,311	27,291	26,627	27,646	34,873	38,434
	Under 5 yrs. exp.	30,464	27,550	26,802	24,894	25,368	25,228	24,172	24,201	31,191	33,445
Other:	Over 15 yrs. exp.	43,587	39,814	38,981	38,588	36,621	*	33,319	35,778	46,656	48,388
	10 - 15 yrs. exp.	35,937	36,599	36,332	*	29,369	*	32,747	33,096	41,343	43,453
	5 - 10 yrs. exp.	35,250	30,787	30,817	26,176	26,841	*	*	28,974	36,599	36,212
	Under 5 yrs. exp.	31,780	27,649	27,902	23,415	25,447	29,175	26,891	24,293	31,144	33,204
All Positions:	**Avg. Salary**	**$44,245**	**$42,162**	**$39,219**	**$37,099**	**$36,610**	**$35,380**	**$34,893**	**$35,581**	**$45,964**	**$48,458**
	No. of Staff	**705**	**1,019**	**1,131**	**425**	**941**	**213**	**373**	**420**	**981**	**734**

( ) Indicates number of ARL libraries included.
Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved.

Region	No. of libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(8)	Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale	Conn.; Mass.; Me.; N.H.; R.I.; Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J.; N.Y.; Pa.
North Central			
3. East North Central	(16)	Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin	Ill.; Ind.; Mich.; Ohio; Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington University	Iowa; Kan.; Minn.; Mo.; Neb.; N. Dak.; S. Dak.
South			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina State; South Carolina; Virginia; Virginia Tech	Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala.; Ky.; Miss.; Tenn.
7. West South Central	(8)	Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&M; Tulane	Ark.; La.; Okla.; Tex.
West			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska; Calif.; Hawaii; Ore.; Wash.
Canada	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.

Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-28

TABLE 25: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF EXPERIENCE IN ARL CANADIAN UNIVERSITY LIBRARIES

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exper.
Institution	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1991r	FY 1992	FY 1992
Alberta	71	$50,852	$53,991	$51,559	$53,429	$30,754	$32,675	15.7
British Columbia	82	56,391	55,630	54,489	54,339	32,580	32,580	17.6
Guelph	25	55,946	59,865	55,097	59,167	27,995	30,158	18.4
Laval	70	54,612	57,140	54,041	56,744	30,891	32,530	19.3
McGill	61	51,793	55,515	49,149	52,646	28,949	30,209	15.5
McMaster	33	49,525	53,252	49,343	51,840	29,498	30,977	16.3
Manitoba	46	47,833	51,654	48,414	53,131	24,581	25,810	16.7
Queen's	39	45,518	48,253	44,249	47,016	29,525	30,945	16.3
Saskatchewan	37	47,041	48,368	49,175	49,175	27,418	27,418	15.2
Toronto	143	53,353	58,083	55,998	61,037	29,200	31,500	18.0
Waterloo	44	50,637	52,553	49,376	50,190	29,820	31,431	15.3
Western Ontario	38	49,503	52,793	48,139	53,058	33,541	35,820	16.5
York	45	59,022	61,412	61,046	65,767	30,910	35,910	18.3

r - Figures revised from 1990 survey.
Excludes Canadian law and medical libraries.
Salaries expressed in Canadian dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 26: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1992

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director		13	7	6	$100,650	$100,421	$100,917
Associate Director		20	9	11	78,534	80,659	76,796
Assistant Director		17	14	3	70,853	*	*
Branch Head		43	18	25	58,862	59,261	58,574
Functional Specialist		55	22	33	55,531	56,536	54,861
Subject Specialist		66	32	34	54,186	55,281	53,155
Dept. Head:	Acquisitions	14	8	6	62,016	62,863	60,887
	Reference	11	4	7	59,598	64,324	56,898
	Cataloging	14	3	11	62,307	*	*
	Serials	5	N/A	5	56,752	N/A	56,752
	Doc./Maps	13	5	8	62,655	56,775	66,330
	Circulation	10	5	5	57,516	58,113	56,918
	Spec. Coll'n.	10	5	5	61,956	61,240	62,672
	Comp./Systems	7	5	2	68,734	*	*
	Other	79	19	60	58,703	56,330	59,455
Reference:	Over 15 yrs. exp.	84	26	58	56,742	56,422	56,885
	10 - 15 yrs. exp.	33	8	25	50,234	49,828	50,363
	5 - 10 yrs. exp.	29	4	25	43,764	45,851	43,430
	Under 5 yrs. exp.	29	5	24	36,589	38,603	36,170
Cataloging:	Over 15 yrs. exp.	77	26	51	55,656	54,957	56,012
	10 - 15 yrs. exp.	19	8	11	48,147	48,772	47,692
	5 - 10 yrs. exp.	18	5	13	44,380	44,849	44,199
	Under 5 yrs. exp.	9	3	6	38,619	*	*
Other:	Over 15 yrs. exp.	29	8	21	55,873	54,203	56,509
	10 - 15 yrs. exp.	10	2	8	50,175	*	*
	5 - 10 yrs. exp.	8	1	7	41,814	*	*
	Under 5 yrs. exp.	12	2	10	38,340	*	*
All Positions		**734**	**254**	**480**	**$55,954**	**$58,499**	**$54,608**

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported for this category.

TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL CANADIAN UNIVERSITY LIBRARIANS

FISCAL YEAR 1991

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	13	7	6	22.2	20.3	24.3
Associate Director	20	9	11	24.0	23.9	24.0
Assistant Director	17	14	3	22.2	23.0	18.3
Branch Head	43	18	25	17.5	18.5	16.8
Functional Specialist	55	22	33	16.0	17.2	15.2
Subject Specialist	66	32	34	18.5	20.7	16.4
Dept. Head: Acquisitions	14	8	6	18.8	18.9	18.7
Reference	11	4	7	16.0	22.5	12.3
Cataloging	14	3	11	19.1	23.3	17.9
Serials	5	N/A	5	19.0	N/A	19.0
Documents	9	3	6	23.4	20.0	25.2
Maps	4	2	2	23.8	20.0	27.5
Circulation	10	5	5	16.0	17.6	14.4
Rare Bks/MSS	10	5	5	19.0	16.4	21.6
Comp./Systems	7	5	2	19.4	22.2	12.5
Other	79	19	60	18.0	17.7	18.1
Public Services	32	5	27	14.3	18.2	13.6
Technical Services	21	6	15	14.2	13.3	14.6
Administrative Services	6	2	4	17.2	17.5	17.0
Reference	175	43	132	14.5	16.4	13.9
Cataloging	123	42	81	17.1	17.4	16.9
All Positions	**734**	**254**	**480**	**17.0**	**18.6**	**16.2**

Excludes Canadian law and medical libraries.
Salaries expressed in Canadian dollars.
N/A - No positions reported in this category.

TABLE 28: NUMBER AND AVERAGE SALARIES OF ARL CANADIAN UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1992

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	38	11	27	5.2	$36,997	$40,639	$35,513
4-7 years	90	18	72	12.3	43,237	44,504	42,920
8-11 years	69	18	51	9.4	49,378	50,269	49,064
12-15 years	108	35	73	14.7	54,696	56,188	53,981
16-19 years	110	43	6	15.0	57,204	59,413	55,785
20-23 years	144	57	87	19.6	61,646	63,055	60,723
24-27 years	104	46	58	14.2	63,250	62,617	63,753
28-31 years	51	20	31	6.9	67,510	65,895	68,551
32-35 years	13	4	9	1.8	58,326	64,592	55,541
Over 35 years	7	2	5	0.9	72,907	*	*
All Positions	**734**	**254**	**480**	**100.0**	**$55,954**	**$58,499**	**$54,608**

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary information is not published when fewer than four individuals are involved.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1992

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Missouri	7	$25,487	$24,534	$21,000	11.9
Nebraska	17	33,231	32,948	20,000	9.7
New Mexico	10	35,919	35,438	25,850	14.1
New York University	17	46,862	42,895	30,000	20.8
North Carolina	22	35,794	35,200	23,000	13.6
Northwestern	12	30,013	27,445	23,500	8.0
Ohio State	9	32,060	29,844	24,000	7.6
Oklahoma	9	27,833	28,165	21,000	7.4
Oklahoma State	3	*	*	22,500	16.0
Pennsylvania	13	34,377	33,875	25,000	16.8
Pennsylvania State	6	31,670	30,816	26,000	12.3
Pittsburgh	15	36,674	33,127	25,000	11.7
Queen's (D)	6	41,083	40,361	26,799	14.2
Rochester	13	30,066	30,719	21,000	15.1
Saskatchewan (D)	2	*	*	23,745	9.5
South Carolina	6	31,126	29,186	23,500	12.2
Southern Illinois	6	36,617	33,824	26,000	14.7
Stanford	14	41,389	37,708	31,700	16.0
SUNY-Buffalo	16	35,907	34,040	23,400	12.2
Temple	11	35,239	34,585	22,750	15.9
Toronto (D)	16	45,734	48,251	27,280	16.3
Tulane	7	29,083	27,500	23,100	19.4
Utah	9	28,206	27,200	20,000	13.8
Vanderbilt	11	33,740	31,300	23,000	13.3
Virginia	13	31,503	29,657	24,000	8.9
Washington	20	36,498	36,984	24,000	12.3
Washington University	17	34,601	31,527	23,000	18.5
Wayne State	6	42,501	40,880	27,000	14.3
Western Ontario (D)	6	38,729	37,463	31,021	13.8
Wisconsin	16	34,030	32,966	23,996	14.4
Yale	11	40,675	38,535	30,000	13.1

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* - Salary information is not published for fewer than 4 individuals.

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1992

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	3	*	*	$22,500	10.3
Alberta (D)	8	$40,171	$38,646	28,297	10.3
Arizona	15	34,507	35,730	25,400	14.0
Boston University	6	37,327	37,000	23,900	16.5
British Columbia (D)	14	46,265	46,603	28,215	17.8
California, Davis	8	43,097	38,496	28,668	10.4
California, Irvine	8	46,521	47,244	28,668	11.9
California, Los Angeles	19	49,839	50,496	28,668	16.7
California, San Diego	7	45,341	38,496	28,668	12.4
Case Western	15	33,477	34,375	21,598	13.9
Cincinnati	11	35,604	36,445	21,500	17.5
Columbia	16	38,940	37,985	28,600	10.9
Connecticut	13	36,724	34,562	28,100	9.5
Dartmouth	5	31,144	30,750	25,000	9.4
Duke	14	37,257	33,675	25,250	14.7
Emory	13	33,464	32,678	22,000	16.2
Florida	14	34,052	33,495	25,000	15.6
Georgetown	11	39,757	34,563	28,000	11.1
Harvard	21	40,560	37,116	27,400	11.3
Howard	7	37,143	40,441	24,833	18.0
Illinois, Chicago	26	35,125	31,400	23,400	13.7
Iowa	8	34,462	32,224	22,430	15.3
Johns Hopkins	33	44,313	40,499	27,270	10.3
Kansas	10	29,304	28,015	22,000	8.5
Kentucky	10	38,664	39,553	23,500	15.1
McGill (D)	9	43,366	40,450	26,162	13.6
McMaster (D)	9	41,563	40,998	26,827	11.6
Manitoba (D)	5	44,919	41,405	22,352	20.0
Miami	10	40,496	40,900	26,000	16.2
Michigan	10	36,100	32,500	26,000	14.1
Minnesota	13	36,426	36,015	22,392	14.9

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* - Salary information is not published for fewer than 4 individuals.

TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 29,000 and over
2 - 28,000-28,999
3 - 27,000-27,999
4 - 26,000-26,999
5 - 25,000-25,999
6 - 24,000-24,999
7 - 23,000-23,999
8 - 22,000-22,999
9 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Stanford	$31,700	6	32	Howard	$24,833
	2	Western Ontario	31,021		33	Ohio State	24,000
	3	New York University	30,000		33	Virginia	24,000
	3	Yale	30,000		33	Washington	24,000
2	5	Cal. Davis	28,668	7	36	Wisconsin	23,996
	5	Cal. Irvine	28,668		37	Boston University	23,900
	5	Cal. Los Angeles	28,668		38	Saskatchewan	23,745
	5	Cal. San Diego	28,668		39	Kentucky	23,500
	9	Columbia	28,600		39	Northwestern	23,500
	10	Alberta	28,297		39	South Carolina	23,500
	11	British Columbia	28,215		42	Illinois, Chicago	23,400
	12	Connecticut	28,100		42	SUNY-Buffalo	23,400
	13	Georgetown	28,000		44	Tulane	23,100
					45	North Carolina	23,000
3	14	Harvard	27,400		45	Vanderbilt	23,000
	15	Toronto	27,280		45	Washington University	23,000
	16	Johns Hopkins	27,270				
	17	Wayne State	27,000	8	48	Temple	22,750
					49	Alabama	22,500
4	18	McMaster	26,827		49	Oklahoma State	22,500
	19	Queen's	26,799		51	Iowa	22,430
	20	McGill	26,162		52	Minnesota	22,392
	21	Miami	26,000		53	Manitoba	22,352
	21	Michigan	26,000		54	Emory	22,000
	21	Pennsylvania State	26,000		54	Kansas	22,000
	21	Southern Illinois	26,000				
				9	56	Case Western	21,598
5	25	New Mexico	25,850		57	Cincinnati	21,500
	26	Arizona	25,400		58	Missouri	21,000
	27	Duke	25,250		58	Oklahoma	21,000
	28	Dartmouth	25,000		58	Rochester	21,000
	28	Florida	25,000		61	Nebraska	20,000
	28	Pennsylvania	25,000		61	Utah	20,000
	28	Pittsburgh	25,000				

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1991.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 42,000 and over
2 - 40,000-41,999
3 - 38,000-39,999
4 - 36,000-37,999
5 - 34,000-35,999
6 - 32,000-33,999
7 - 30,000-31,999
8 - 28,000-29,999
9 - below 28,000

Group	Rank	Institution	Salary
1	1	Cal. Los Angeles	$50,496
	2	Toronto	48,251
	3	Cal. Irvine	47,244
	4	British Columbia	46,603
	5	New York University	42,895
2	6	Manitoba	41,405
	7	McMaster	40,998
	8	Miami	40,900
	9	Wayne State	40,880
	10	Johns Hopkins	40,499
	11	McGill	40,450
	12	Howard	40,441
	13	Queen's	40,361
3	14	Kentucky	39,553
	15	Alberta	38,646
	16	Yale	38,535
	17	Cal. Davis	38,496
	17	Cal. San Diego	38,496
4	19	Columbia	37,985
	20	Stanford	37,708
	21	Western Ontario	37,463
	22	Harvard	37,116
	23	Boston University	37,000
	24	Washington	36,984
	25	Cincinnati	36,445
	26	Minnesota	36,015
5	27	Arizona	35,730
	28	New Mexico	35,438
	29	North Carolina	35,200
	30	Temple	34,585
5	31	Georgetown	$34,563
	32	Connecticut	34,562
	33	Case Western	34,375
	34	SUNY-Buffalo	34,040
6	35	Pennsylvania	33,875
	36	Southern Illinois	33,824
	37	Duke	33,675
	38	Florida	33,495
	39	Pittsburgh	33,127
	40	Wisconsin	32,966
	41	Nebraska	32,948
	42	Emory	32,678
	43	Michigan	32,500
	44	Iowa	32,224
7	45	Washington University	31,527
	46	Illinois, Chicago	31,400
	47	Vanderbilt	31,300
	48	Pennsylvania State	30,816
	49	Dartmouth	30,750
	50	Rochester	30,719
8	51	Ohio State	29,844
	52	Virginia	29,657
	53	South Carolina	29,186
	54	Oklahoma	28,165
	55	Kansas	28,015
9	56	Tulane	27,500
	57	Northwestern	27,445
	58	Utah	27,200
	59	Missouri	24,534

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1991.
Salaries of directors are not included in the calculation of medians. Salaries are not listed for institutions where fewer than [illegible] positions were reported.

TABLE 32: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 46,000 and over
2 - 43,000-45,999
3 - 40,000-42,999
4 - 37,000-39,999
5 - 35,000-36,999
6 - 33,000-34,999
7 - 31,000-32,999
8 - 29,000-30,999
9 - below 29,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Cal. Los Angeles	$49,839	5	31	Michigan	$36,100
	2	New York University	46,862		32	New Mexico	35,919
	3	Cal. Irvine	46,521		33	SUNY-Buffalo	35,907
	4	British Columbia	46,265		34	North Carolina	35,794
					35	Cincinnati	35,604
2	5	Toronto	45,734		36	Temple	35,239
	6	Cal. San Diego	45,341		37	Illinois, Chicago	35,125
	7	Manitoba	44,919				
	8	Johns Hopkins	44,313	6	38	Washington University	34,601
	9	McGill	43,366		39	Arizona	34,507
	10	Cal. Davis	43,097		40	Iowa	34,462
					41	Pennsylvania	34,377
3	11	Wayne State	42,501		42	Florida	34,052
	12	McMaster	41,563		43	Wisconsin	34,030
	13	Stanford	41,389		44	Vanderbilt	33,740
	14	Queen's	41,083		45	Case Western	33,477
	15	Yale	40,675		46	Emory	33,464
	16	Harvard	40,560		47	Nebraska	33,231
	17	Miami	40,496				
	18	Alberta	40,171	7	48	Ohio State	32,060
					49	Pennsylvania State	31,670
4	19	Georgetown	39,757		50	Virginia	31,503
	20	Columbia	38,940		51	Dartmouth	31,144
	21	Western Ontario	38,729		52	South Carolina	31,126
	22	Kentucky	38,664				
	23	Boston University	37,327	8	53	Rochester	30,066
	24	Duke	37,257		54	Northwestern	30,013
	25	Howard	37,143		55	Kansas	29,304
					56	Tulane	29,083
5	26	Connecticut	36,724				
	27	Pittsburgh	36,674	9	57	Utah	28,206
	28	Southern Illinois	36,617		58	Oklahoma	27,833
	29	Washington	36,498		59	Missouri	25,487
	30	Minnesota	36,426				

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1991.
Salaries of directors are not included in the calculation of averages. Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1992

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director, Medical Library		56	19	37	$73,120	$71,931	$73,731
Associate Director		24	7	17	53,638	57,128	52,201
Assistant Director		28	8	20	47,503	48,755	47,002
Head, Medical Branch		23	6	17	44,445	45,316	44,137
Functional Specialist		49	23	26	35,483	36,531	34,556
Subject Specialist		18	3	15	35,626	*	*
Dept. Head:	Acquisitions	19	3	16	37,128	*	*
	Reference	31	3	28	40,666	*	*
	Cataloging	23	3	20	36,387	*	*
	Serials	14	1	13	33,446	*	*
	Doc./Maps	1	N/A	1	*	N/A	*
	Circulation	13	2	11	36,295	*	*
	Spec. Coll'n.	10	4	6	38,250	42,415	35,474
	Comp./Systems	6	3	3	44,215	*	*
	Other	74	16	58	42,651	44,028	42,271
Reference:	Over 15 yrs. exp.	64	8	56	38,927	40,143	38,754
	10 - 15 yrs. exp.	41	9	32	34,858	35,046	34,805
	5 - 10 yrs. exp.	65	13	52	32,359	31,463	32,583
	Under 5 yrs. exp.	58	7	51	27,318	29,574	27,008
Cataloging:	Over 15 yrs. exp.	9	3	6	42,867	*	*
	10 - 15 yrs. exp.	3	1	2	*	*	*
	5 - 10 yrs. exp.	10	1	9	29,731	*	*
	Under 5 yrs. exp.	11	N/A	11	28,551	N/A	28,551
Other:	Over 15 yrs. exp.	26	7	19	43,751	37,537	46,040
	10 - 15 yrs. exp.	17	4	13	32,577	32,519	32,595
	5 - 10 yrs. exp.	12	1	11	31,848	*	*
	Under 5 yrs. exp.	12	3	9	28,952	*	*
All Positions		**717**	**158**	**559**	**$40,197**	**$43,284**	**$39,325**

* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported for this category.

TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1991

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director, Medical Library	56	19	37	23.6	25.7	22.6
Associate Director	24	7	17	19.5	16.0	20.9
Assistant Director	28	8	20	18.8	17.4	19.3
Head, Medical Branch	23	6	17	17.5	19.2	16.9
Functional Specialist	49	23	26	8.5	9.0	8.0
Subject Specialist	18	3	15	14.4	8.7	15.5
Dept. Head: Acquisitions	19	3	16	14.2	13.7	14.3
Reference	31	3	28	14.7	18.0	14.3
Cataloging	23	3	20	15.7	11.7	16.3
Serials	14	1	13	12.8	3.0	13.5
Documents	1	N/A	1	23.0	N/A	23.0
Circulation	13	2	11	12.2	12.0	12.3
Special Coll'n.	10	4	6	15.6	15.3	15.8
Comp./Systems	6	3	3	9.7	10.0	9.3
Other	74	16	58	15.1	16.7	14.7
Public Services	38	7	31	12.3	13.7	12.0
Technical Services	18	4	14	13.2	17.5	12.0
Administrative Services	11	4	7	12.5	11.0	13.4
Reference	228	37	191	10.7	10.4	10.8
Cataloging	33	5	28	11.1	21.0	9.3
All Positions	**717**	**158**	**559**	**13.7**	**14.6**	**13.5**

N/A - No positions reported in this category.

TABLE 35: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1992

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	95	16	79	13.2	$28,178	$30,167	$27,775
4-7 years	105	24	81	14.6	32,257	34,336	31,641
8-11 years	121	27	94	16.9	36,569	39,509	35,725
12-15 years	109	21	88	15.2	39,465	41,037	39,090
16-19 years	116	30	86	16.2	44,474	44,849	44,344
20-23 years	77	12	65	10.7	48,613	53,023	47,799
24-27 years	42	13	29	5.9	51,650	54,726	50,271
28-31 years	24	5	19	3.3	59,283	77,371	54,523
32-35 years	11	5	6	1.5	57,122	49,644	63,354
Over 35 years	17	5	12	2.4	53,421	55,072	52,734
All Positions	**717**	**158**	**559**	**100.0**	**$40,197**	**$43,284**	**$39,325**

Canadian salaries converted to U.S. dollars.

ARL UNIVERSITY LAW LIBRARIES

Tables 36-42

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1992

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	5	$30,013	$30,790	$20,000	9.4
Alberta (D)	5	40,457	37,892	28,297	14.6
Arizona	7	34,290	35,806	25,400	17.9
Arizona State	7	43,389	43,329	23,000	17.6
Boston University	10	38,111	35,500	29,000	10.5
British Columbia (D)	3	*	*	28,215	23.3
California, Berkeley	13	49,209	45,558	28,668	12.4
California, Davis	5	54,095	65,340	28,668	16.8
California, Los Angeles	10	48,604	47,124	28,668	13.1
Case Western	9	32,125	31,000	25,000	9.8
Cincinnati	9	32,365	30,837	21,500	12.6
Colorado	7	35,350	35,100	25,500	10.4
Columbia	14	41,820	41,169	28,600	10.9
Connecticut	8	42,122	38,000	32,000	9.9
Cornell	7	37,143	33,205	23,300	12.9
Duke	9	38,113	36,550	25,250	10.3
Emory	7	39,127	40,000	22,000	13.6
Florida	10	38,044	36,500	25,000	15.5
Florida State	7	35,270	34,980	20,000	12.6
Georgetown	19	45,028	41,000	28,000	12.6
Georgia	6	34,999	33,297	22,000	27.8
Harvard	35	47,942	47,549	27,400	11.7
Hawaii	4	37,860	36,408	31,116	15.0
Houston	10	30,080	29,577	24,000	12.0
Howard	4	33,736	35,565	24,833	12.5
Illinois, Urbana	5	30,358	30,548	23,500	17.4
Indiana	9	36,350	36,295	25,000	7.6
Iowa	12	34,570	35,000	22,430	10.0
Kansas	5	29,523	30,233	19,500	14.6
Kentucky	4	34,740	31,556	23,500	13.0
Louisiana State	10	34,683	31,765	21,000	13.8
McGill (D)	5	49,272	49,148	26,162	16.6
Manitoba (D)	3	*	*	22,352	7.3
Maryland	8	39,444	39,924	22,177	13.9
Miami	13	34,960	32,693	26,000	11.1

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* - Salary information is not published for fewer than 4 individuals.

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1992

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Michigan	8	$45,239	$44,625	$28,000	14.3
Minnesota	11	38,274	35,952	22,392	10.0
Missouri	6	26,738	27,152	21,000	11.7
Nebraska	5	33,664	33,652	23,300	9.6
New Mexico	3	*	*	26,000	18.7
New York University	16	47,709	44,900	32,000	9.4
North Carolina	9	32,341	29,058	22,500	13.7
Northwestern	12	40,214	34,925	23,500	12.8
Notre Dame	8	39,300	38,500	26,000	9.9
Ohio State	8	34,425	32,850	27,000	7.6
Oklahoma	7	29,920	28,990	21,000	9.0
Oregon	4	32,474	27,946	22,000	11.3
Pennsylvania	15	39,291	36,463	25,000	11.9
Queen's (D)	4	39,658	42,860	26,799	15.5
Saskatchewan (D)	2	*	*	23,745	17.5
South Carolina	7	32,069	32,400	25,000	16.0
Southern Illinois	7	40,044	39,844	30,000	13.1
Stanford	8	45,947	42,589	31,700	23.5
SUNY-Buffalo	9	36,926	38,737	23,400	12.2
Syracuse	5	29,245	28,710	28,000	7.0
Temple	8	35,045	32,549	21,000	18.0
Tennessee	5	38,119	35,681	21,000	19.8
Texas	23	30,528	28,076	24,480	14.0
Toronto (D)	6	43,696	45,190	27,280	12.0
Tulane	10	33,910	32,035	23,100	9.8
Utah	6	31,380	31,200	23,000	8.0
Vanderbilt	8	38,187	33,900	23,000	15.9
Virginia	14	38,081	37,255	24,000	13.3
Washington	11	38,041	34,722	30,000	13.9
Washington University	6	33,093	31,231	25,000	10.5
Wayne State	6	36,934	40,258	27,000	13.3
Western Ontario (D)	2	*	*	31,021	21.0
Wisconsin	12	34,093	30,674	23,996	11.9
Yale	13	44,555	42,375	30,000	14.3
York (D)	8	46,790	39,557	31,099	14.4

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* - Salary information is not published for fewer than 4 individuals.

TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 29,000 and over
2 - 28,000-28,999
3 - 27,000-27,999
4 - 26,000-26,999
5 - 25,000-25,999
6 - 24,000-24,999
7 - 23,000-23,999
8 - 22,000-22,999
9 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Connecticut	$32,000	5	32	South Carolina	$25,000
	1	New York University	32,000		32	Washington University	25,000
	3	Stanford	31,700				
	4	Hawaii	31,116	6	38	Howard	24,833
	5	York	31,099		39	Texas	24,480
	6	Western Ontario	31,021		40	Houston	24,000
	7	Southern Illinois	30,000		40	Virginia	24,000
	7	Washington	30,000				
	7	Yale	30,000	7	42	Wisconsin	23,996
	10	Boston University	29,000		43	Saskatchewan	23,745
					44	Illinois, Urbana	23,500
2	11	Cal. Berkeley	28,668		44	Kentucky	23,500
	11	Cal. Davis	28,668		44	Northwestern	23,500
	11	Cal. Los Angeles	28,668		47	SUNY-Buffalo	23,400
	14	Columbia	28,600		48	Cornell	23,300
	15	Alberta	28,297		48	Nebraska	23,300
	16	British Columbia	28,215		50	Tulane	23,100
	17	Georgetown	28,000		51	Arizona State	23,000
	17	Michigan	28,000		51	Utah	23,000
	17	Syracuse	28,000		51	Vanderbilt	23,000
3	20	Harvard	27,400	8	54	North Carolina	22,500
	21	Toronto	27,280		55	Iowa	22,430
	22	Ohio State	27,000		56	Minnesota	22,392
	22	Wayne State	27,000		57	Manitoba	22,352
					58	Maryland	22,177
4	24	Queen's	26,799		59	Emory	22,000
	25	McGill	26,162		59	Georgia	22,000
	26	Miami	26,000		59	Oregon	22,000
	26	New Mexico	26,000				
	26	Notre Dame	26,000	9	62	Cincinnati	21,500
					63	Louisiana State	21,000
5	29	Colorado	25,500		63	Missouri	21,000
	30	Arizona	25,400		63	Oklahoma	21,000
	31	Duke	25,250		63	Temple	21,000
	32	Case Western	25,000		63	Tennessee	21,000
	32	Florida	25,000		68	Alabama	20,000
	32	Indiana	25,000		68	Florida State	20,000
	32	Pennsylvania	25,000		70	Kansas	19,500

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1991.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 46,000 and over	6 - 36,000-37,999
2 - 44,000-45,999	7 - 34,000-35,999
3 - 42,000-43,999	8 - 32,000-33,999
4 - 40,000-41,999	9 - 30,000-31,999
5 - 38,000-39,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Cal. Davis	$65,340	7	32	Tennessee	$35,681
	2	McGill	49,148		33	Howard	35,565
	3	Harvard	47,549		34	Boston University	35,500
	4	Cal. Los Angeles	47,124		35	Colorado	35,100
					36	Iowa	35,000
2	5	Cal. Berkeley	45,558		37	Florida State	34,980
	6	Toronto	45,190		38	Northwestern	34,925
	7	New York University	44,900		39	Washington	34,722
	8	Michigan	44,625				
				8	40	Vanderbilt	33,900
3	9	Arizona State	43,329		41	Nebraska	33,652
	10	Queen's	42,860		42	Georgia	33,297
	11	Stanford	42,589		43	Cornell	33,205
	12	Yale	42,375		44	Ohio State	32,850
					45	Miami	32,693
4	13	Columbia	41,169		46	Temple	32,549
	14	Georgetown	41,000		47	South Carolina	32,400
	15	Wayne State	40,258		48	Tulane	32,035
	16	Emory	40,000				
				9	49	Louisiana State	31,765
5	17	Maryland	39,924		50	Kentucky	31,556
	18	Southern Illinois	39,844		51	Washington University	31,231
	19	York	39,557		52	Utah	31,200
	20	SUNY-Buffalo	38,737		53	Case Western	31,000
	21	Notre Dame	38,500		54	Cincinnati	30,837
	22	Connecticut	38,000		55	Alabama	30,790
					56	Wisconsin	30,674
6	23	Alberta	37,892		57	Illinois, Urbana	30,548
	24	Virginia	37,255		58	Kansas	30,233
	25	Duke	36,550				
	26	Florida	36,500	10	59	Houston	29,577
	27	Pennsylvania	36,463		60	North Carolina	29,058
	28	Hawaii	36,408		61	Oklahoma	28,990
	29	Indiana	36,295		62	Syracuse	28,710
					63	Texas	28,076
7	30	Minnesota	35,952		64	Oregon	27,946
	31	Arizona	35,806		65	Missouri	27,152

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1991.
Salaries of directors are not included in the calculation of medians. Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1992

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 46,000 and over	6 - 36,000-37,999
2 - 44,000-45,999	7 - 34,000-35,999
3 - 42,000-43,999	8 - 32,000-33,999
4 - 40,000-41,999	9 - 30,000-31,999
5 - 38,000-39,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salery
1	1	Cal. Davis	$54,095	6	32	Hawaii	$37,860
	2	McGill	49,272		33	Cornell	37,143
	3	Cal. Berkeley	49,209		34	Wayne State	36,934
	4	Cal. Los Angeles	48,604		35	SUNY-Buffalo	36,926
	5	Harvard	47,942		36	Indiana	36,350
	6	New York University	47,709				
	7	York	46,790	7	37	Colorado	35,350
					38	Florida State	35,270
2	8	Stanford	45,947		39	Temple	35,045
	9	Michigan	45,239		40	Georgia	34,999
	10	Georgetown	45,028		41	Miami	34,960
	11	Yale	44,555		42	Kentucky	34,740
					43	Louisiana State	34,683
3	12	Toronto	43,696		44	Iowa	34,570
	13	Arizona State	43,389		45	Ohio State	34,425
	14	Connecticut	42,122		46	Arizona	34,290
					47	Wisconsin	34,093
4	15	Columbia	41,820				
	16	Alberta	40,457	8	48	Tulane	33,910
	17	Northwestern	40,214		49	Howard	33,736
	18	Southern Illinois	40,044		50	Nebraska	33,664
					51	Washington University	33,093
5	19	Queen's	39,658		52	Oregon	32,474
	20	Maryland	39,444		53	Cincinnati	32,365
	21	Notre Dame	39,300		54	North Carolina	32,341
	22	Pennsylvania	39,291		55	Case Western	32,125
	23	Emory	39,127		56	South Carolina	32,069
	24	Minnesota	38,274				
	25	Vanderbilt	38,187	9	57	Utah	31,380
	26	Tennessee	38,119		58	Texas	30,528
	27	Duke	38,113		59	Illinois, Urbana	30,358
	28	Boston University	38,111		60	Houston	30,080
	29	Virginia	38,081		62	Alabama	30,013
	30	Florida	38,044				
	31	Washington	38,041	10	63	Oklahoma	29,920
					64	Kansas	29,523
					65	Syracuse	29,245
					66	Missouri	26,738

Canadian salaries expressed in U.S. dollars.
Figures reported as of September 1, 1991.
Salaries of directors are not included in the calculation of averages. Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS

FISCAL YEAR 1992

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director, Law Library		61	38	23	$82,348	$84,430	$78,907
Associate Director		32	12	20	49,903	48,644	50,658
Assistant Director		33	10	23	51,258	45,702	53,674
Branch Head		2	1	1	*	*	*
Functional Specialist		29	15	14	36,759	32,922	40,870
Subject Specialist		12	2	10	38,940	*	*
Dept. Head:	Acquisitions	24	7	17	37,647	36,449	38,140
	Reference	26	9	17	41,534	41,701	41,445
	Cataloging	31	4	27	37,747	39,763	37,448
	Serials	6	1	5	33,010	*	*
	Doc./Maps	13	1	12	31,664	*	*
	Circulation	24	4	20	34,285	28,676	35,407
	Spec. Coll'n.	5	3	2	43,489	*	*
	Comp./Systems	12	7	5	35,760	34,909	36,951
	Other	60	23	37	43,111	44,621	42,172
Reference:	Over 15 yrs. exp.	31	14	17	41,328	42,437	40,415
	10 - 15 yrs. exp.	26	7	19	36,831	40,475	35,488
	5 - 10 yrs. exp.	31	7	24	36,317	31,944	37,593
	Under 5 yrs. exp.	37	13	24	31,592	32,101	31,316
Cataloging:	Over 15 yrs. exp.	24	5	19	35,087	38,685	34,140
	10 - 15 yrs. exp.	16	3	13	35,781	*	*
	5 - 10 yrs. exp.	10	4	6	31,615	33,883	30,103
	Under 5 yrs. exp.	13	3	10	30,720	*	*
Other:	Over 15 yrs. exp.	11	2	9	43,403	*	*
	10 - 15 yrs. exp.	9	N/A	9	36,159	N/A	36,159
	5 - 10 yrs. exp.	7	4	3	33,516	*	*
	Under 5 yrs. exp.	11	4	7	30,311	31,244	29,779
All Positions		**596**	**203**	**393**	**$43,253**	**$47,513**	**$41,053**

* - Salary information is not published when fewer than four individuals are involved.
N/A - No positions were reported for this category.

TABLE 41: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS

FISCAL YEAR 1991

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director, Law Library	61	38	23	21.4	21.3	21.6
Associate Director	32	12	20	15.5	16.6	14.9
Assistant Director	33	10	23	17.4	12.7	19.4
Branch Head	2	1	1	8.5	7.0	10.0
Functional Specialist	29	15	14	8.5	6.2	11.0
Subject Specialist	12	2	10	15.0	34.0	11.2
Dept. Head: Acquisitions	24	7	17	12.5	10.0	13.5
Reference	26	9	17	12.2	11.2	12.6
Cataloging	31	4	27	13.2	10.3	13.6
Serials	6	1	5	6.2	3.0	6.8
Documents	13	1	12	11.6	3.0	12.3
Circulation	24	4	20	8.8	4.7	9.6
Special Coll'n.	5	3	2	9.4	8.3	11.0
Comp./Systems	12	7	5	11.4	11.3	11.6
Other	60	23	37	13.1	12.3	13.6
Public Services	18	7	11	9.1	8.1	9.7
Technical Services	15	3	12	11.1	6.0	12.3
Administrative Services	5	N/A	5	14.0	N/A	14.0
Reference	125	41	84	10.0	11.4	9.4
Cataloging	63	15	48	12.5	12.3	12.6
All Positions	**596**	**203**	**393**	**12.8**	**13.1**	**12.7**

N/A - No positions reported in this category.

TABLE 42: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1992

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	79	30	49	13.3	$30,708	$31,436	$30,262
4-7 years	103	38	65	17.3	35,024	34,823	35,141
8-11 years	99	35	64	16.6	39,349	41,301	38,281
12-15 years	101	27	74	16.9	44,508	49,540	42,672
16-19 years	91	24	67	15.3	49,318	60,683	45,247
20-23 years	68	20	48	11.4	52,580	66,212	46,900
24-27 years	27	12	15	4.5	61,829	65,310	59,044
28-31 years	14	10	4	2.3	55,241	62,719	36,547
32-35 years	3	2	1	0.5	37,846	33,908	45,723
Over 35 years	11	5	6	1.8	66,831	67,247	66,484
All Positions	**596**	**203**	**393**	**100.0**	**$43,253**	**$47,513**	**$41,053**

Canadian salaries converted to U.S. dollars.

ARL SALARY SURVEY 1991

Questionnaires and Instructions

ARL SALARY SURVEY 1991
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc. There are no optional categories as in last year's survey.

2. Individual salaries for the general, law, and medical library may be reported on the enclosed disk, using LOTUS 123 or Microsoft Excel (for Macintosh users). See "Instructions for Data Inputters" for each software package. Please DO NOT alter the worksheets on the disks in any way; do not change any page or line numbers. We **cannot** accept data in WordPerfect format because of uploading and conversion problems. If you are not able to produce data that can be saved in either Lotus or Excel, please submit your data using the printed forms. [If you have a word processing file with your data in properly labeled columns, you may submit a print-out of that file in lieu of the pre-printed forms.]

3. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

4. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

5. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants. Please include all professionals involved in the provision of library services, including contract-supported positions.

6. The salary figures should be straight gross salary figures. Do not include fringe benefits.

7. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

8. All numbers (e.g. salaries, years of experience) should be rounded to the nearest whole number.

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 1991. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey and a printout of the data file. Be sure to keep a complete copy of your return, including the diskette, for your files.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1990-91, as well as the current fiscal year, 1991-92. Please note that, unlike last year, you do not need to report the salary figures for the previous year (1990-91) *unless* there has been substantial revision.

2. Please include the Beginning Professional Salary, Median Salary and Average Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1990-91 figures were included in the published Survey.

3. **Question 1.** The Beginning Professional Salary is the salary that **would** be paid to a **newly-hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

   a) Please consult the published survey for 1990. Was the reported figure for Beginning Professional Salary accurate for the fiscal year **1990-91**, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

   b) Please report the **1991-92** Beginning Professional Salary to the best of your knowledge as of July 1, 1991. Do not delay returning your survey in the expectation that more information will be available later; revisions can be reported next year.

4. **Question 2.** The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them. The salary of the library director should not be included in the determination of the median.

   Your library's Median Professional Salary for 1990-91 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the **1990-91** salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1990-91 median salary in your library) please supply an updated figure.

5. **Question 3.** The Average Salary is calculated from the total of all professional salaries in the institution. If the **1990-91** salaries in your institution were substantially revised since last year's survey, please calculate and report a revised figure. Do not include the salary of the director when calculating the average.

6. The 1991-92 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

7. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1990-91. Information on sex, minority status, rank, and years of experience is requested for filled positions. No optional data are requested this year. The survey requests information for individuals; aggregate data for each institution will be generated by computer.

2. Data for the general, law, and medical libraries may be reported on the enclosed microcomputer diskette; see #4 below for specific instructions.

3. Survey Form. If you are not able to submit the data on the diskette, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a print-out from a word-processing document with all columns correctly ordered and labeled.

   If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

   The left-hand column labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. Diskette. The floppy diskette contains data input files for general, law, and medical library data in Lotus 123 or Microsoft Excel formats. They are labeled as follows:

	Lotus 1-2-3	Excel
General	ARL1xxxx.WKS	ARL1xxxx.X1
Law	LAW1xxxx.WKS	LAW1xxxx.X1
Medical	MED1xxxx.WKS	MED1xxxx.X1

   xxxx = Library identification number; see label on the enclosed diskette. The id number is only four digits, as compared to five last year; the final zero has been dropped. The file names this year have a "1" preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

   The files contain empty worksheets with columns labelled as follows:

   Name/ID# LibID Page Line Salary Job Sex OEOcat Yrsexp Rank

   The first entry in the column labelled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.

   Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers; please do not submit data using word processing software** (use printed sheets instead).

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. Salary. Enter the individual salaries as of July 1, 1991. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

   Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. Position Code (Job). The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

   Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch: Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads.* Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. Sex. Indicate either M or F, for male and female, respectively, or V if the position is vacant. Please use only the letter indicated; do not spell out the word.

8. Minority status code (OEOCat). U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian/Other

9. Total years of professional experience (Yrsexp). Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall

professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. Rank. Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

    Do not use roman numeral rank levels. Convert your local ranking system if necessary.

    Complete the column labeled "Rank Code" using the following codes:

0	A rank normally occupied solely by the library director and/or assistant and associate directors.
9	Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1	Lowest level in the rank structure.
2	Next highest level in the rank structure.
3-8	Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

    When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1991
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

	Main	Law	Medical
1. Beginning Professional Salary			
a. If 1990-91 salary reported last year has been revised, please report correct **1990-91** beginning professional salary:	_____	_____	_____
b. Beginning professional salary for **1991-92**.	_____	_____	_____
2. Median Professional Salary			
If salaries reported last year have been substantially revised, please report correct **1990-91 median** professional salary.	_____	_____	_____
3. Average Professional Salary			
If salaries reported last year have been substantially revised, please report correct **1990-91 average** professional salary.	_____	_____	_____

(**Note:** ARL will calculate the **1991-92 median and average** professional salaries for your library from the data you supply in Part II of this questionnaire.)

1527 New Hampshire Avenue, N.W., Washington, D.C. 20036
202-232-2466 FAX 202-462-7849

4. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures includes salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the ARL Office by **August 31, 1991**.

ARL SALARY SURVEY 1991

University Library Questionnaire

Part II: Individual Data

Office Use Only	

☐ Check here if this sheet is for Medical Library only

☐ Check here if this sheet is for Law Library only

CONFIDENTIAL

DETACH BEFORE MAILING FORM BACK TO THE ARL OFFICE

Reporting Library _____

Sheet Number _____

Staff Member name or I.d.	Seq. No.	Salary July 1, 1991 *(See instructions)*	Position Code *(See instructions)*	leave blank	Sex (M or F)	Minority Status Code *(See instructions)*	Total Years Prof. Exper.	Rank Code *(See instructions)*
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							
	25							

ARL SALARY SURVEY 1991
Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or the salary level at which the position is most likely to be filled.

3. Report 1991-92 salaries as they exist on July 1, 1991. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1991.**

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1991
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1990-91 and 1991-92.

2. Median professional salary in fiscal year 1990-91. _____

3. Median professional salary for for fiscal year 1991-92. _____

4. Beginning professional salary in 1990-91. _____

5. Beginning professional salary for 1991-92. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included:

   _____

   _____

7. Other comments:

   _____

   _____

Please return this form to the ARL Office by **August 31, 1991**.

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202-232-2466 FAX 202-462-7849

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1990-91 and 1991-92.

Salary Range	Number of Positions 1990-91	1991-92
$100,000 or more		
95,000 - - - 99,999		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
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18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,999 or less		
Total Number of Positions		

Please return this form to the ARL Office by **August 31, 1991**.

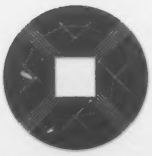
FOOTNOTES

FOOTNOTES TO THE 1991 ARL ANNUAL SALARY SURVEY

ALABAMA	All salaries effective August 16, 1991.
BOSTON UNIVERSITY	Includes Theology Library.
BRITISH COLUMBIA	Salaries unchanged from 1990 Survey; collectivebargaining underway.
BROWN	Excludes John Carter Brown Library.
CALIFORNIA, BERKELEY	Excludes special or institute libraries that are not administratively part of the GeneraltLibrary, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, Chicano Studies, and Water Resources Archives.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
COLORADO	FY 1991 Average and Median salaries changed to reflect equity adjustments for women.
CORNELL	Excludes Medical Library.
DELAWARE	Excludes Director's salary and salaries of staff not administratively reporting to the Director of Libraries.
DUKE	Excludes Fuqua School of Business Library.
EMORY	Salaries effective September 1, 1991. Includes Theology and Oxford College libraries.
FLORIDA STATE	Excludes Development Research School. Salaries effective January 1, 1992
HARVARD	Includes all libraries on the Boston and Cambridge campuses. Excludes Biblioteca Berenson in Florence, Italy, Center for Hellenic Studies, and the Dumbarton Oaks libraries in Washington, D.C.
ILLINOIS, CHICAGO	Salaries effective September 1, 1991.

JOHNS HOPKINS	Excludes Applied Physics Laboratory, and the School of Advanced Study in Bologna, Italy.
KANSAS	Excludes the School of Medicine Library, Wichita, KS.
KENTUCKY	Excludes Community College libraries.
LIBRARY OF CONGRESS	Beginning salary figures are for GS9, series 1410 & 1411 positions. Median salary figures include some professional positions at lower GS levels.
LINDA HALL	Salaries are for calendar years.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; the libraries of the Medical Centers in Shreveport and New Orleans; and the University of New Orleans library.
MASSACHUSETTS	Excludes the Labor Relations Research Center and the School of Management Library/Reading Room. This is the third year that no salary increases have been funded, except in the case of promotion increments.
MICHIGAN	Excludes Business Administration, Bentley Historical, Clements and Gerald Ford libraries.
MICHIGAN STATE	Salaries effective October 1, 1991.
NATIONAL LIBRARY OF MEDICINE	Excludes full-time equivalents for part- time staff, and all R&D and computer staff.
NEW MEXICO	Excludes Harwood Foundation Library and the libraries of Gallup, Los Alamos and Valencia Branch Campuses.
NEW YORK PUBLIC	Includes only the Research Libraries in the New York Public Library System.
NORTH CAROLINA	Excludes Institute of Government library.
NORTHWESTERN	Salaries effective September 1, 1991.
OHIO STATE	Includes salaries of staff at four regional campuses and the Agricultural Technical Institute.
OKLAHOMA STATE	Includes branch campus libraries in Oklahoma City and Okmulgee.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstown and Titusville campuses.

PRINCETON	Includes Forrestall Campus.
ROCHESTER	Excludes Ensemble Library and Recording Arts and Sciences. Includes Sibley Music Library and Miner Medical Library.
RUTGERS	Excludes Institute for Management and Labor Relations, Camden and Newark Law libraries, the Urban Policy Research, and the Center for Alcohol Studies libraries.
SASKATCHEWAN	Salaries may increase when a new collective bargaining contract is negotiated.
SOUTHERN CALIFORNIA	Excludes Law, Medical, and Dental libraries.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of Ulysses S. Grant, Instructional Development, Learning Resources Services, School of Medicine (Springfield), and Law libraries.
SUNY - BUFFALO	Excludes Head of the Music Library.
SUNY - STONY BROOK	Excludes Health Sciences.
TEMPLE	Non-administrative salaries are for 10 month contracts.
TEXAS	Excludes Humanities Research Center.
TEXAS A & M	Excludes Medical Library. Salaries effective September 1, 1991. Most salaries for non-administrative staff are for 10.5 months.
TORONTO	Excludes federated and affiliated institutions. Some salaries include administrative stipends.
TULANE	Excludes Regional Primate Center.
YALE	Excludes British Art Center.



Association of Research Libraries
1527 New Hampshire Avenue, N.W.
Washington, D.C. 20036